

Classification: <b>Health &amp; Safety</b>	<b>Workplace Violence, Harassment and Bullying Policy Statement</b>		
Policy #: <b>G500</b>		Effective Date: <b>February 2022</b>	
Revised Date: <b>January 2026</b>	Review Date: <b>January 2026</b>	Next review: <b>January 2027</b>	

## Policy

The Senior Leadership Team of Community Living Guelph Wellington recognizes the potential for workplace violence, harassment and bullying. We will therefore make every reasonable effort to identify all potential sources of such risk and eliminate or minimize them through the Workplace Harassment, Violence and Discrimination policy (G160).

Community Living Guelph Wellington will not tolerate any type of violence, harassment or bullying within the workplace or during work related activities. Community Living Guelph Wellington is committed to allotting whatever time, attention, authority and resources necessary to ensure a safe and healthy work environment, free of violence, harassment and bullying for all of its employees.

The Workplace Harassment, Violence and Discrimination policy (G160) clearly defines violence, harassment including virtual harassment and bullying and outlines the roles and responsibilities of all workplace parties.

This prevention program clearly identifies what actions are to be taken if violence, harassment or bullying occurs in the workplace.

Community Living Guelph Wellington is committed to ensuring all employees are provided general information and resources with respect to workplace violence, harassment and bullying. This information will be presented as part of new employee, volunteer, and student orientation process and every employee is required to review this policy at least annually.

All employees share in the responsibility of a workplace free of violence, harassment and bullying including the duty to report and are expected to comply with all policies and procedures related to violence, harassment and bullying. Failure to comply will result in progressive discipline, up to and including termination.

Cindy Kinnin  
 Executive Director

January 21, 2026

Date