



## Kingston Police Service Board

### Public Agenda Recommendation Report

To: Kingston Police Service Board

From: Policy & By-Law Committee

Subject: Equal Opportunity, Discrimination, and Workplace Harassment Policy

Date: September 15, 2025

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#### Strategic Priority Alignment:

Administrative/Procedural

#### Recommendation:

**That** the Kingston Police Service Board adopt the Equal Opportunity, Discrimination, and Workplace Harassment Policy as presented in Report Number 25-57.

#### Background/Analysis:

The Board has developed the Equal Opportunity, Discrimination and Workplace Harassment Policy to affirm its commitment to equal opportunity and to a workplace free from discrimination and harassment. The policy sets out the Board's expectations of the Chief of Police in ensuring compliance with the applicable legislation, including the *Community Safety and Policing Act, 2019*, the *Ontario Human Rights Code*, and the *Occupational Health and Safety Act, 1990*.

The policy provides for the development of procedures and programs to support equity, diversity, inclusion, and human rights within the Kingston Police, and to ensure that members of the Service and the public are treated with dignity and respect.

#### Financial Considerations:

There are no direct financial implications for the Board in adopting this policy. Any implementation costs will be managed through the Service's operating budget under

the authority of the Chief of Police.

**Contacts:**

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**Exhibits Attached:**

Exhibit "A" – Draft Equal Opportunity, Discrimination, and Workplace Harassment  
Policy



## KINGSTON POLICE SERVICE BOARD

### Equal Opportunity, Discrimination, and Workplace Harassment Policy (AI-00XX)

Adopted:

Reviewed:

Revised:

Expires: Indefinite

Rescinds:

Legislation: Community Safety and Policing Act, 2019.  
Ontario Human Rights Code, R.S.O. 1990.  
Occupational Health and Safety Act, 1990.

The objective of equal opportunity in the workplace, and discrimination and harassment prevention, is to ensure that the best qualified and motivated persons are selected for employment, promotion, preferred assignments, and career enhancement through lateral transfer.

This objective is to be achieved by ensuring that no discriminatory barriers exist in the workplace, that no discriminatory or harassing practices or behaviours exist in the workplace, and that the human rights of employees and potential employees are upheld and respected both in rule and in practice.

Furthermore, where discriminatory or harassing acts or behaviours do manifest, they must be effectively investigated and appropriately addressed.

It is the policy of the Kingston Police Service Board with respect to equal opportunity and workplace harassment that the Chief of Police will:

- a) Establish and maintain written procedures on equal opportunity that are consistent with the principles of the *Community Safety and Policing Act (CSPA)* and its *Regulations* and the Ontario *Human Rights Code*, including recruitment, selection, career development and promotion;

- b) Prepare and maintain written procedures with respect to workplace harassment and develop and maintain a program to implement the policy, in accordance with the *Occupational Health and Safety Act, 1990*.
- c) Establish and maintain written procedures on responding to and preventing discrimination and harassment in the workplace, including stereotyping;
- d) Ensure that no sexist, racist or other offensive or derogatory material is displayed in the workplace;
- e) Establish and maintain written procedures on employment accommodation in accordance with the Ontario *Human Rights Code* and section 88 (1) of the *CSPA*;
- f) Implement an employee performance appraisal system that includes key commitments related to diversity and human rights; and
- g) Ensure that all officers receive training on diversity and human rights.

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Chair

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Administrator/Secretary