



## KINGSTON POLICE SERVICE BOARD

### Equal Opportunity, Discrimination, and Workplace Harassment Policy (AI-002)

Adopted: September 25, 2025 (Res. 25-93)

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.

"original signed by Chair"  
Chair

"original signed by Administrator/Secretary"  
Administrator/Secretary