



WORKPLACE HARASSMENT POLICY

MATCOR AUTOMOTIVE – BRAMPTON

MATCOR AUTOMOTIVE – BRAMPTON is committed to providing a respectful work environment that is free of workplace harassment. There is zero tolerance for workplace harassment of any kind, including customers, clients, other employers, supervisors, associates and members of the public.

The Occupational Health and Safety Act (OHSA) defines workplace harassment as:

Engaging in a course of vexatious comment or conduct against an associate in a workplace – behaviour that is known or ought reasonably to be known to be unwelcome or;

The OHSA defines workplace sexual harassment as:

Engaging in a course of vexatious comment or conduct against an associate in a workplace because of sex, sexual orientation, gender identity or gender expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome or

Making sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny a benefit or advancement to the associate and the person knows or ought reasonably to know that the solicitation or advance is unwelcome.

MATCOR AUTOMOTIVE – BRAMPTON has developed a process to report and investigate complaints of workplace harassment. All complaints and investigations will be dealt with in a fair, respectful and timely manner. We will take reasonable precautions to protect associates from all sources of work-related harassment.

Supervisors are responsible to support a respectful workplace by reinforcing a zero-tolerance policy and providing harassment information and training to associates.

Associates must comply with the workplace harassment policy and follow procedures for reporting incidents of work-related harassment.

Everyone is encouraged to work together to support a safe, healthy and respectful workplace.

A handwritten signature in black ink, appearing to read 'Tim McDonald', is written over a horizontal line.

Tim McDonald,
General Manager

Date: July, 2022.