



# Municipal District of Bonnyville No. 87

## Request for Decision (RFD)

<b>Meeting:</b>	Regular Meeting of Council
<b>Meeting Date:</b>	March 11, 2025
<b>Originated By:</b>	Susan Walker, General Manager of Corporate Services
<b>Title:</b>	Policy No. C-2C.016 Workplace Violence and Harassment Prevention Policy – Review

### **PROPOSAL & BACKGROUND**

Policy No. C-2C. 016 Workplace Violence and Harassment Prevention Policy is up for a scheduled review in 2025. The scheduled review meets the requirements under the Part 27 of the Occupational Health and Safety Act which indicates that the Violence and Harassment Prevention Policy which is part of our Prevention Plan must be reviewed at minimum, every three years.

### **DISCUSSION ON BENEFITS, DISADVANTAGES & OPTIONS**

Administration has reviewed Policy No. C-2C.016 Workplace Violence and Harassment Prevention Policy and other than fixing administrative details, does not require any amendments.

Attached for Council review:

- Appendix A: Policy No. C-2C.016 Workplace Violence and Harassment Prevention Policy

### **REFERENCE TO STRATEGIC PLAN**

Emergent Issues to be considered in the Tactical Plan: Review and update Policies and Procedures.

### **REFERENCE TO PROVINCIAL/FEDERAL LEGISLATION**

Alberta Occupational Health and Safety Codes

## **COSTS & SOURCE OF FUNDING**

N/A

## **COMMUNICATIONS STRATEGY**

This report is posted on the M.D. of Bonnyville website under the Council Agenda for March 11, 2025.

## **ADMINISTRATION RECOMMENDED ACTION**

THAT Council adopts reviewed Policy No. C-2C.016 Workplace Violence and Harassment Prevention Policy, as presented.

## **COUNCIL OPTIONS**

1. THAT Council adopts reviewed Policy No. C-2C.016 Workplace Violence and Harassment Prevention Policy, as presented.
2. THAT Council adopts Policy No. C-2C.016 Workplace Violence and Harassment Prevention Policy with amendments as follows: \_\_\_\_\_.
3. THAT Council refers Policy No. C-2C.016 Workplace Violence and Harassment Prevention Policy back to Administration for further information regarding \_\_\_\_\_ and to bring it back to a future meeting of Council.
4. THAT Council directs Administration to revise Policy No. C-2C.016 Workplace Violence and Harassment Prevention Policy, as discussed, and bring it back to a future Committee of the Whole meeting for consideration.

## Report Approval Details

Document Title:	Policy No. C- 2C.016 Workplace Violence and Harassment Prevention Policy - Review.docx
Attachments:	- Appendix A - Policy No. C-2C.016 Workplace Violence and Harassment Prevention Policy - DRAFT.pdf
Final Approval Date:	Feb 28, 2025

This report and all of its attachments were approved and signed as outlined below:

Calvin Bespalko

Susan Walker

Stephanie Severin