



Beaver Valley Outreach is a not-for-profit, community-based organization of staff and volunteers that provides quality programs and services to enhance the social, economic and environmental well-being of people in the Town of the Blue Mountains.

WORKPLACE HARASSMENT and VIOLENCE POLICY

Members of the public should be aware that BVO has adopted a Workplace Harassment and Violence Policy. Recent legislation requires BVO to institute this program in order to protect employees and volunteers from workplace harassment and violence to the best of our ability. As part of this program, BVO is obligated to protect employees from acts of harassment and violence directed against employees by members of the public. BVO has extended our policies to protect our volunteers from acts of harassment and violence as well.

Harassment and violence includes, but is not limited to, abusive behaviour and language, harassment, bullying, cyber violence, assaults, serious threats or acts of violence.

All incidents of harassment or violence reported by BVO staff or volunteers will be investigated. BVO's legislative obligations and our bylaws and policies will determine how members of the public who have engaged in harassment or violence towards our staff or volunteers will be dealt with, up to and including legal action.

For further information on this policy, please contact BVO's Executive Director, Carolyn Letourneau at 519-599-2577 [ext 5].