Timmins Police Service Board
POLICY

POLICY NUMBER: BP-AI-003

Policy Name:	Equal Opportunity, Discrimination and Workplace Harassment Prevention
Legislative Reference/Authority:	*Community Safety and Policing Act &* Regulations, Related Legislation: *Charter of Rights and Freedoms,* *Ontario Human Rights Code, Occupational Health and Safety Act,* *Sexual Violence and Harassment Action Plan Act and* *Supporting Ontario's First Responders Act*
Replaces:	Policy – BP - AI – 03 (Formerly associated to the Police Services Act)
Last Revised:	April 1, 2026
Approved By:	Board Chair

BOARD POLICY

1. As prescribed in the *Community Safety and Policing Act* and through Regulation(s) the Timmins Police Service Board shall establish policy(ies) consistent with the *Act*, Regulation(s) and any other applicable legislation.

    a. establish procedures that are consistent with the requirements of the *Community Safety and Policing Act,* Regulation(s) and the *Ontario Human Rights Code*, including recruitment, selection, career development and promotion;
    b. establish procedures on responding to and preventing discrimination and harassment in the workplace, including stereotyping;
    c. ensure that no sexist, racist or other offensive or derogatory material is displayed in the workplace;
    d. establish procedures on employment accommodation in accordance with the *Ontario Human Rights Code* and section 88 of the *Community Safety and Policing Act (2019);*
    e. implement an employee performance appraisal system; and
    f. ensure all officers receive training on race relations, diversity and human rights.

Dated this 29th day of October, 2026.

Signed electronically by the
Board Chair
Timmins Police Service Board