

Board Policy Standards

Policy Type: Member Ethics

Policy Title: Anti-harassment and Anti-discrimination

Policy Objectives: To ensure that Pool & Hot Tub Council of Canada (PHTCC) Members and customers are aware that harassment and discrimination are unacceptable practices and are incompatible with the standards of this organization, as well as being a violation of the law, and to set out the types of behaviour that may be considered offensive and are prohibited by this policy.

Policy Statement: The PHTCC is committed to creating and maintaining respect for human rights, and fostering equality and inclusion. Moreover, the PHTCC is obligated to providing an environment free of discrimination and harassment, where all individuals are treated with respect and dignity, can contribute fully and have equal opportunities. Moreover the PHTCC is committed to a comprehensive strategy to address harassment and discrimination, including:

- providing training and education to make sure everyone knows their rights and responsibilities;
- regularly monitoring organizational systems for barriers relating to the Canadian Human Rights Act, provincial Code grounds, and/or governing laws of the relevant jurisdiction;
- providing an effective and fair complaints procedure;
- promoting appropriate standards of conduct at all times.

Policy Application:

1) **Employees:** PHTCC Member Employees are protected against harassment and discrimination by co-workers, management and superiors – and they are also protected from the actions of others who enter the employment context, such as suppliers or clients. Employees may be protected while off the work site, or outside of normal working hours, where activities are connected to the workplace. Also, employees are entitled to work in an environment free of harassment and discrimination from clients, suppliers or others who enter the employment context.

The right to freedom from discrimination and harassment extends to all employees, including full-time, part-time, temporary, probationary, casual and contract staff, as well as volunteers, co-op students, interns and apprentices.

The policy extends to dealings with customers, potential customers and business associates such as suppliers, and the policy applies to PHTCC services offered to the public.

It is unacceptable for Members of the PHTCC to engage in harassment or discrimination when dealing with clients, or with others they have professional dealings with, such as suppliers or service providers.

2) Protected grounds

This policy prohibits discrimination or harassment based on the following grounds, and any combination of these grounds: age, creed (religion), sex (including pregnancy and breastfeeding), sexual orientation, gender identity, gender expression, family status, marital status, disability (including mental, physical, developmental or learning disabilities), race, ancestry, place of origin, ethnic origin, citizenship, colour, record of offences, association or relationship with a person identified by one of the above grounds, or perception that one of the above grounds applies.

3. Key concepts

The following behaviours are prohibited:

Discrimination: means any form of unequal treatment based on an Act or Code ground, whether imposing extra burdens or denying benefits. It may be intentional or unintentional. It may involve direct actions that are discriminatory on their face, or it may involve rules, practices or procedures that appear neutral, but disadvantage certain groups of people.

Harassment: means a course of comments or actions that are known, or ought reasonably to be known, to be unwelcome. It can involve words or actions that are known or should be known to be offensive, embarrassing, humiliating, demeaning or unwelcome, based on a ground of discrimination identified by this policy.

Associated Documents

PHTCC Code of Ethics

Policy Name: Anti-harassment and Anti-discrimination

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