

May 21, 2008

To: Executive Committee

From: Employee and Labour Relations Committee

Subject: **Human Rights and Anti-Harassment Policy Amendments**

Recommendations:

The Employee and Labour Relations Committee recommends that:

- 1. City Council approve the amended Human Rights and Anti-Harassment Policy attached in Appendix A.**
- 2. City Council delegate authority to staff to adopt complaint procedures for: a) complaints involving employees, b) complaints involving senior management and c) complaints by residents and recipients of municipal services.**
- 3. City Council request the City Manager to report back to the Employee and Labour Relations Committee on the complaint procedures described in the foregoing Recommendation 2 when they have been developed, and to include in the report comments on the concerns outlined in the communication (May 16, 2008) from the Executive Director, COTAPSAI.**
- 4. City Council advise all Agencies, Boards and Commissions to revise their Human Rights Policy and complaint procedures, consistent with the provisions in this Policy.**
- 5. The City Manager report in one year on the City's experience with the amended Ontario Human Rights Code.**

Financial Impact:

There are no financial implications from this report beyond what has already been approved in the 2008 budget.

Summary

This report provides the rationale for and an overview of revisions to the City of Toronto Human Rights and Harassment Policy adopted by City Council in 1998.

The report also recommends a Human Rights Policy framework that is reflective of the current organizational structure, emerging human rights issues and amendments to the Ontario Human Rights Code.

Background:

The Employee and Labour Relations Committee on May 20, 2008 considered a report (May 2, 2008) from the City Manager respecting Human Rights and Anti-Harassment Policy Amendments.

The Committee also had before it a communication (May 16, 2008) from Richard D. Majkot, Executive Director, COTAPSAI.

Richard D. Majkot, Executive Director, COTAPSAI, appeared before the Committee.

City Clerk

Yvonne Davies/ed
Item EL9.2
Attach.

- c. City Manager
Mr. Richard D. Majkot, Executive Director, COTAPSAI