

REPORT FOR ACTION

Employee Policies and Procedures

Date: November 20, 2023

To: The Board of Governors of Exhibition Place

From: Don Boyle, Chief Executive Officer

Wards: Ward 10 - Spadina Fort York

SUMMARY

This report recommends approving two new policies; Disability Management Policy and Procedure, and The Respect Policy & Conflict Resolution Process in Appendix A.

RECOMMENDATIONS

The Chief Executive Officer recommends that:

1. The Board approve the Disability Management Policy and Procedure, and the Respect Policy and Conflict Resolution Process as set out in Appendix A.

FINANCIAL IMPACT

There are no negative financial implications in the report.

DECISION HISTORY

The Exhibition Place 2022-2026 Strategic Plan has a goal to Invest in Our People and Culture. Embedded in this goal is our commitment to ensuring our staff has a safe and respectful workspace, recognizing the diverse workforce and empowering employees to participate in decisions.

At its meeting of December 8, 2020, the Board approved the Exhibition Place Employee policies which resulted from an entire review of all policies and best practices in the industry.

<https://secure.toronto.ca/council/agenda-item.do?item=2020.EP15.4>

At its meeting of December 9, 2016, the Board approved of the Exhibition Place

Employee policies which resulted from an entire review of all policies and best practices in the industry.

<https://www.explace.on.ca/files/file/58b608e388d7e/Item-12-Employee-Policies.pdf>

COMMENTS

The Ontario Human Rights Code states that it is a public policy in Ontario to recognize the dignity and worth of every person. The previous rendition of the Human Rights and Anti-Harassment Discrimination Policy and Guidelines focused on the legislative obligations and consequences for violations.

Respect Policy & Conflict Resolution Process

Through our engagement with staff and in an effort to promote one of our core values of inclusivity, it was determined that the existing Human Rights and Anti-Harassment Discrimination Policy and Guidelines would better serve our employees if the documents emphasized respect, civility, and positive approaches before reinforcing the legal obligations and ramifications and be completely rewritten. Focusing on appropriate and positive behaviour was perceived as enabling our employees to resolve misunderstandings, build strong relationships, and increase resilience.

Disability Management Policy and Procedure

In addition, the Human Resources Division determined a new policy guiding practices regarding disability management was required for managers to make consistent and fair decisions across the organization. This new policy and procedure will integrate the Worker's Compensation Benefits Procedure, Accommodation Policy, Short-Term Disability Plan & Benefit Payments Policy, and Attendance Management Policy.

Staff from across the organization were empowered to contribute their suggestions and feedback and apply their experiences of what works and what does not work in developing these documents.

CONTACT

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SIGNATURE

Don Boyle
Chief Executive Officer

ATTACHMENTS

Appendix A - New Employee Policies