

APPENDIX A

Summary of all Employee and Corporate Policies and Guidelines

Policies	Categories				2021-2024 Actions			
	Provincial Legislation	City Policy Standards / Directives	Board Initiated		New	Revised	Minor Formatting	No Change
EMPLOYEE								
Accessibility Multi-Year Plan 2019-2025	•							•
Accessibility Obligations in Procurement Guidelines		•					•	
Accessibility Policy	•						•	
Accommodating Gender Identity and Gender Expression Guidelines		•					•	
Accommodation Policy		•					•	
Acting Assignments Policy		•				•		
Addressing Domestic/Intimate Partner Violence Guidelines		•			•			
Addressing Domestic/Intimate Partner Violence Policy		•			•			
Alcohol and Substance Abuse Policy			•			•		
Annual Performance Review and Salary Grade Range Progression Policy			•				•	
Attendance Management Policy		•				•		
Benefit Program and Eligibility Policy		•					•	
Bereavement Policy		•				•		
Business / Membership / Travel Expense and Reimbursement Policy			•				•	
Care for Ill Dependents Policy		•				•		
Cellular Phone Policy		•				•		
Child Death Leave Policy	•						•	
Childcare & Eldercare Policy		•			•			
Child Death Leave Policy	•						•	
Citizenship Ceremony Policy		•					•	
Conflict of Interest and Confidentiality Policy		•					•	
COVID Vaccination Policy Guidelines		•					•	
Crime-Related Child Disappearance Leave Policy	•						•	
Critical Illness Leave Policy	•						•	
Critically Ill Child Care Leave Policy		•					•	
Disability Management Policy and Procedure		•					•	
Disability Management Process		•						•
Disclosure of Wrongdoing and Reprisal Protection		•					•	
Domestic or Sexual Violence Policy	•						•	

Policies	Categories				2021-2024 Actions			
	Provincial Legislation	City Policy Standards / Directives	Board Initiated		New	Revised	Minor Formatting	No Change
EMPLOYEE								
E-Cigarette Use in Exhibition Place Workplace Policy		•					•	
E-Mail Policy		•				•		
Electronic Monitoring		•					•	
Employment Equity Policy		•					•	
Employment of Relatives Policy		•					•	
Employment References Policy		•				•		
Executive Compensation Policy			•				•	
Exemption to Start Rate and or Benefits upon Appointment Policy			•				•	
Exemption to Start Rate and or Benefits upon Appointment Policy Form			•					•
Family Caregiver Leave Policy	•						•	
Family Medical Leave Policy	•						•	
Fleet Safety Policy		•			•			
Flex-time Schedule Policy		•					•	
Frozen Sick Bank Policy		•					•	
Hate Activity Policy		•			•			
Health and Safety Policy Statement 2024		•					•	
Holiday Entitlement Policy		•					•	
Hours of Work Averaging Agreement Form		•					•	
Indemnification of Employee Legal Expenses Policy		•					•	
Information and Technology Acceptable Use Policy		•				•		
Investigation Briefing Note Protocol Guidelines			•				•	
Investigation Briefing Note Protocol Guidelines Document			•				•	
Job Sharing Policy			•				•	
Jury Duty / Witness Service Policy		•					•	
Land Acknowledgement and African Acknowledgement Guidelines		•			•			
Leave Without Pay Policy			•			•		
Lieu Time / Overtime Policy			•			•		
Long-Term Disability Policy		•					•	
Military Leave for Reservist Employees Policy	•						•	
Occupational Health and Safety Policy	•				•			
Optional Life Insurance Guidelines		•				•		
Organ Donor Policy	•	•				•		
Parental Leave Policy	•				•			
Police Reference Check Policy		•				•		
Political Activity Policy		•				•		

Policies	Categories				2021-2024 Actions			
	Provincial Legislation	City Policy Standards / Directives	Board Initiated		New	Revised	Minor Formatting	No Change
EMPLOYEE								
Pregnancy and Parental Leave Top-up Policy		•					•	
Pregnancy Leave and Accommodation Policy	•					•		
Professional Development Policy			•				•	
Protection of Privacy Policy		•				•		
Recognition for Service Policy			•				•	
Re-employment of Former Employees			•		•			
Remote Work Agreement Form		•					•	
Remote Work Policy and Procedure		•					•	
Respect Policy Conflict Resolution Process								•
Respect Loop – Exhibition Place								•
Right to Disconnect from Work		•					•	
Security Roles Assignment Policy			•			•		
Security Roles Assignment Policy Request Form			•			•		
Short-Term Disability Plan and Benefits Payments Policy		•					•	
Non-Occupational Functional Abilities Form		•					•	
Social Media Policy and Procedure			•				•	
Taxable Parking Benefits Policy		•					•	
The Workplace Internship Program Guidelines					•			
Uniform and Dress Code Policy			•				•	
Use of Exhibition Place Resources during an Election Period Policy		•					•	
Vacation Entitlement and Carry-Over Policy			•		•			
Workplace Rules and Conduct Policy			•		•			
Workplace Violence Guidelines		•			•			
Workplace Violence Policy		•			•			
CORPORATE								
Accessible Information Communications and Technology Guidelines	•						•	
Carbon Credit Corporate Policy		•					•	
Cash and Gifts In-Kind Donation Policy		•				•		
Climate Change Risk Management Policy		•					•	
Community Partnership Policy			•				•	
Corporate Suites Policy			•				•	
Councillor Use of Exhibition Place Policy		•	•			•		

Policies	Categories				2021-2024 Actions			
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CORPORATE								
Environmental Favourable Procurement Policy		●				●		
Lobbying Disclosure for Requests, Proposals and Tenders, Quotations Policy		●				●		
Naming Rights Policy		●				●		
Not For Profit Booking Policy			●				●	
Plaque Installation Policy		●				●		
Public Complaints Policy			●			●		
Publication of Senior Staff Expenses Policy			●			●		
Security Surveillance Policy			●			●		
Sole Source Procurement Policy		●				●		
Sponsorship Policy			●			●		
Travel and Expense Reimbursement Policy		●				●		