



Workplace Harassment and Discrimination Policy

People and Culture Governance Committee

January 19, 2026

| Agenda

- 1 Policy Review and Update Drivers**
- 2 2025 Revision Process: Key Milestones**
- 3 Workplace Harassment and Discrimination Policy**
- 4 Policy Rollout**



| Policy Review and Update Drivers

Policy Mandate

- Requirement for annual review and revisions

Auditor General Report Recommendation (March 2025)

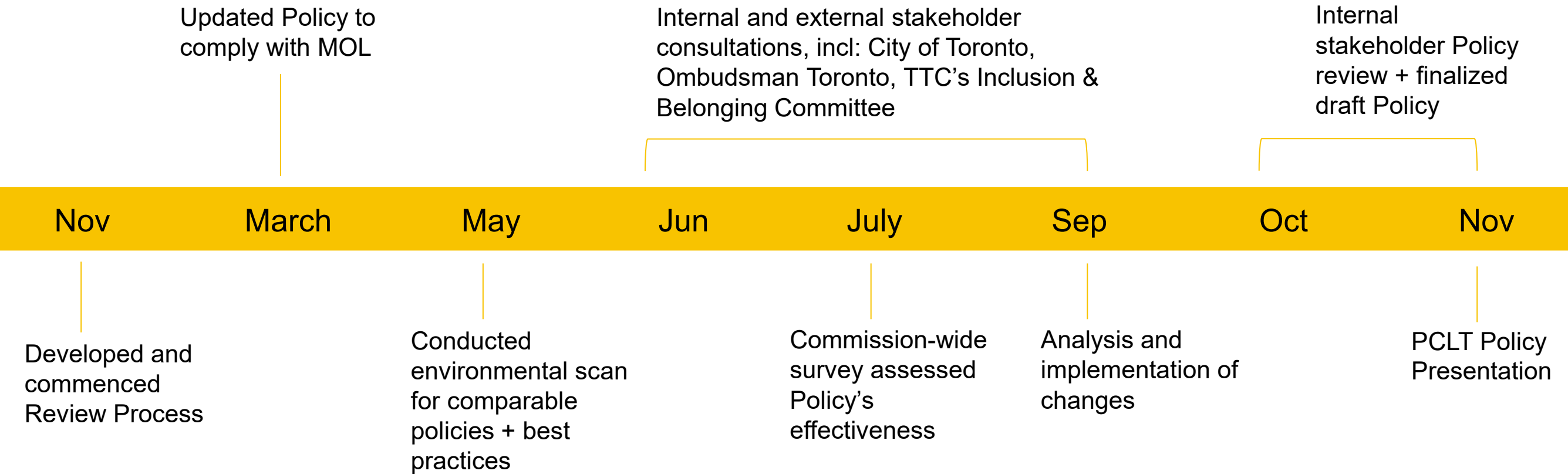
- Five key recommendations for policy enhancement

Corporate Plan Alignment (2024–2028)

- Considerations from Plan elements:
 1. Build a Future Ready Workforce
 2. Transform and Modernize for a Changing Environment



2025 Revision Process: Key Milestones



Rollout Phase: Corporate Communications rollout strategy implementation; Engagement with Operations Training Centre and Employee Development to update training materials



Purpose of the Workplace Harassment and Discrimination Policy

- Deliver services and create a workplace that supports human rights, fairness, and inclusion.
- Make it clear that TTC does not allow discrimination, harassment, or hate in any form.
- Find, stop, and remove systemic racism, including racial discrimination banned by the Ontario Human Rights Code.
- Remind everyone that we all share responsibility for a safe, respectful, and inclusive workplace where everyone is treated with dignity.
- Provide a clear process to report and track complaints about harassment and discrimination at work.

Sections of the Workplace Harassment and Discrimination Policy



| Policy: Responsibilities



Key Highlights and Significant Changes

Based on feedback obtained, the revised policy clearly identifies how complaints are received and who is responsible for their resolution.

Key changes include:

- Policy name change to **Workplace Harassment and Discrimination Policy**
- Separation of Procedures from Policy
- Expanded definitions
- Enhanced clarification of roles and scope



Key Highlights and Significant Changes cont'd

Additionally, great strides were taken to added clearer and more accessible language.

Key changes include:

- Added Guiding Principles to reflect our commitments
- Expanded the Policy access points
- Focused on prevention, with a trauma-informed approach
- Greater emphasis on restoration and resolution options



| Policy Rollout Plan and Next Steps

The critical updates and overview of the Policy are being shared with the People, Culture and Governance Committee for information purposes.

Financial Impact TBD

- Finance Business Partner consulted
- Efficiencies: Intake and Early Resolution Office, HRID Complaint Portal and Case Management System
- Consultations facilitated in-house, at no additional expense

Communications Tactics

- Planned both internal and external communications tactics
- Tactics include briefing the Unions
- HRID will also host a Policy Roadshow and Townhall to maximize reach to frontline

Training

- Collaborating with both Operations Training Centre and Employee Development to update training materials for all employees



Thank You



Questions?