

SAFETY POLICIES

1.14 HARASSMENT IN THE WORKPLACE PREVENTION POLICY

The management of DVS Drywall Contractors Ltd. Is committed to providing a work environment in which all workers are treated with respect and dignity. Harassment will not be tolerated from any person at or outside of the work site including co-workers, management, visitors, suppliers and customers.

DVS as the employer is committed to eliminating or, if that is not reasonable practicable, controlling the hazard of harassment. Everyone is obligated to uphold this policy and work together to prevent workplace harassment.

Workplace harassment means any single incident or repeated incidents of objectionable or unwelcome conduct, comment, bullying or action by a person that the person knows or ought reasonably to know will or would cause offence or humiliation to a worker, or adversely affects the worker's health and safety and includes conduct, comment, bullying or action because of race, religious beliefs, color, physical disability, mental disability, age, ancestry, place or origin, marital status, source of income, family status, gender, gender identity, gender expression and sexual orientation and a sexual solicitation or advance.

Reasonable action taken by DVS Drywall Contractors Ltd. or the DVS Supervisor relating to the management and direction of workers or a work site is not workplace harassment.

Supervisors will adhere to this policy and its procedures. Supervisors are responsible for ensuring that measures and procedures are followed by workers and that workers have the information they need to protect themselves. Every worker must work in compliance with this policy and its procedures. All workers are required to raise any concerns about harassment and report any incidents to the appropriate person.

Should you need to report an incident, contact your immediate DVS Supervisor and/or the DVS Safety Officer. DVS will investigate the report and take appropriate corrective actions to address all incidents and complaints of workplace violence in a fair and timely manner. All parties involved will be interviewed (if possible) and a report will be filled out including corrective action.

DVS pledges to respect the privacy of all concerned as much as possible. No workers will be penalized, reprimanded or in any way criticized when acting in good faith while following this policy and the supporting procedures for addressing situations involving workplace harassment. This policy does not discourage a worker from exercising the worker's right under any other law, including the Alberta Human Rights Act.

This policy must be reviewed if an incident occurs, if the Health & Safety Committee requires a review or at minimum every 3 years.

The information in this policy does not take precedence over applicable legislation with which all employees shall be familiar.


Vice President


Safety Officer

Dated: FEB 9/2021