

Nathan Phillips Square Farmers' Market Association Anti-Harassment/Discrimination Policy For Nathan Phillips Square Farmers' Market

Nathan Phillips Square Farmers' Market Association which organizes and oversees the Nathan Phillips Square Farmers' Market is committed to providing an environment in which all individuals are treated with respect and dignity.

Harassment will not be tolerated from any person at the market or when conducting business of the market. This policy applies to employers, employees, vendors, visitors, customers and volunteers. Everyone is expected to uphold this policy and work together to prevent workplace harassment.

Harassment is a form of discrimination that will not be tolerated or condoned. It includes harassment based on these prohibited grounds as set out in the Ontario Human Rights Code: race, colour, ancestry, citizenship, ethnic origin or place of origin, creed, religion, age, sexual orientation, family, marital or same-sex partnership status, disability or perceived disability.

Any incidents of harassment should be reported immediately. Any harassment and discrimination concerns should be directed immediately to the Market Manager, and since the situation has taken place on City of Toronto property the complaint will be shared with the market liaison official at Nathan Phillips Square. Once reported, the complainant will be asked to put the concern in writing. If the incident applies to a vendor, they will be interviewed by the market manager and the lead market vendor representative. If it is determined from the interview that the vendor has not complied with the Anti-Harassment/Discrimination policy and declaration that person will be removed from the market. Subsequently, the farm entity will be put on probation for a period of a year and if any further transgression takes place during that time, the farm entity will no longer be a participant at the market.

Types and Examples of Harassment

a) Sexual Harassment

Sexual harassment includes conduct or comments of a sexual nature that the recipient does not welcome or that offend him or her. It also includes negative or inappropriate conduct or comments that are not necessarily sexual in nature, but which are directed at an individual because of his or her gender. Both men and women can be victims of sexual harassment and someone of the same or opposite sex can harass someone else.

b) Bullying

Bullying is an offensive, cruel, intimidating, insulting or humiliating behaviour that includes physical violence or the threat of physical violence. It can be physical or verbal, direct or indirect such as gossip.

c) Racial or Ethnic Harassment

The term race includes all race related grounds: race, ancestry, place of origin, colour, ethnic origin, citizenship, and creed.

d) Poisoned Work Environment

Comments or conduct that violates the prohibited grounds of the Ontario Human Rights Code but are not directed at any specific individual can create a degrading, offensive or 'poisoned' work environment and may therefore be considered harassment.

Anti-Harassment/Discrimination Declaration

As a Nathan Phillips Square Farmers' Market vendor,
_____, I acknowledge the City of Toronto's Anti-Harassment/Discrimination Legislation and Policy and the endorsement by the Nathan Phillips Square Farmers' Market Association to which I, my company, and employees will comply.

I will ensure my representatives at the market are made aware of these policies so that they will conduct themselves in an appropriate manner.

I also understand that the failure to demonstrate compliance with this declaration may result in the termination of my company's participation at the Nathan Phillips Square Farmers' Market.

Print Name: _____

Signature: _____

Address: _____

Date: _____