



## **The Corporation of the County of Essex**

### **By-Law Number 2024-51**

#### **A By-law to adopt Corporate Policy 2024-015 - Workplace Violence and Harassment and Annual Policy Statements for the Corporation of the County of Essex.**

**Whereas** Section 25 of the *Ontario Occupational Health and Safety Act*, R.S.O. 1990, c. O.1 ("**OHSA**") sets out the duties of employers in Ontario;

**And whereas** Section 25(2)(j) of OHSA states that an employer shall prepare and review at least annually a written occupational health and safety policy and develop and maintain a program to implement that policy;

**And whereas** Section 32.0.1(1) of OHSA states that an employer shall:

- (a) prepare a policy with respect to workplace violence;
- (b) prepare a policy with respect to workplace harassment; and
- (c) review the policies as often as is necessary, but at least annually.

**And whereas** Corporate Policy 2024-015 Workplace Violence and Harassment Policy and Program, as amended, from time to time, form part of this by-law.

**Now Therefore** the Council of the Corporation of the County of Essex hereby enacts as follows:

- 1) **That** By-law Number 2024-51 be given three readings, and shall come into force and take effect after the final passing.
- 2) **That** this By-law Number 2024-51 shall take precedence over any other By-law deemed to be inconsistent.

**Read a first, second and third time and Finally Passed this Twentieth day of November, 2024.**

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Hilda MacDonald, Warden

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Katherine J. Hebert, Clerk

**Clerk's Certificate**

I, Katherine J. Hebert, Clerk of the Corporation of the County of Essex, do hereby certify that the foregoing is a true and correct copy, of **By-law Number 2024-51** passed by the Council of the said Corporation on this **Twentieth day of November, 2024.**

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Katherine J. Hebert, Clerk  
Corporation of the County of Essex