

March 10, 2010

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To: The Board of Governors of Exhibition Place

FOR INFORMATION

From: Dianne Young  
Chief Executive Officer

Subject: **Annual Human Rights Report**

Summary:

As required by the Board's "Positive Workplace Environment Policy", this is the annual report to the Board on human rights issues raised by Exhibition Place staff and service recipients and initiatives undertaken by the Human Resources Division to address any complaints.

Financial Implications:

There are no negative financial implications to this report.

Decision History:

At its meeting in July 2009, the Board approved of the "Positive Workplace Environment Policy" and as part of that Policy was a Complaint Procedure with a requirement for an annual report to the Board and the City.

As part of the 2009 Strategic Plan, the Board approved of an Organizational and Staffing Goal to *Sustain a high-performing organization through alignment of people, processes and systems and through the recognition of our dedicated and excellent staff.*

Issue Background/ Comments:

The Positive Workplace Environment Policy was put in place to create a climate at Exhibition Place of understanding and mutual respect where each person feels a part of the community and is able to contribute fully to the development and well-being of Exhibition Place. As part of the policy The Complaint Procedure were established so that complaints of discrimination and harassment can be resolved internally and are intended as an alternate dispute resolution process. The procedures must be read in conjunction with the Exhibition Place Human Rights and Anti-Harassment Policy. The goal of the policy and the procedures is to prevent, correct and remedy situations of discrimination or harassment and not to be punitive, although discipline may result.

One requirement of the Policy and Procedure is to report to the Board on an annual basis of any complaints and actions taken. In 2009, Exhibition Place has had no reportable complaints and/ or issues raised under the Positive Workplace Environment Policy and Complaint Procedure.

Contact:

Sandy Douglas Director HR, Security, OH&S

Telephone: 416-263-3233

Fax: 416-263-3690

Email: [sdouglas@explace.on.ca](mailto:sdouglas@explace.on.ca)