Committee of the Whole
REPORT 07-018

1:00 p.m.
May 28, 2007
LIUNA Station
Hamilton City Hall
71 Main Street West, Hamilton

Present: Mayor F. Eisenberger


Absent with regrets: Councillor M. Pearson - Illness

Also Present: M. Gallagher, Co-ordinator

COMMITTEE OF THE WHOLE PRESENTS REPORT 07-018 FOR INFORMATION:

(a) CHANGES TO THE AGENDA

There were no changes to the Agenda.

(b) DECLARATIONS OF INTEREST

None

(c) City of Hamilton Personal Harassment Prevention Policy Training

Members of Council reviewed with the assistance of Facilitator Maureen Brown, Diversity Trainers Plus the following objectives:
1. Provide the legislative underpinnings of the Personal Harassment Prevention Policy
2. Review the Policy and the complaints resolution process as it relates to elected officials
3. Reflect on the critical role of leadership in setting the tone for Hamilton as an inclusive City of Hamilton
4. What we hope to achieve/objectives

Ms. Brown further highlighted the following commitment:

1. We create safe space for honest conversation
2. We regard leadership responsibility to walk the talk as privilege not punishment
3. We respect your office as we stretch your comfort zones

The facilitation was based on three parts:

Part 1 The Legal Imperative
Part 2 The Policy Imperative
Part 3 The Civic Imperative

Council went through a series of exercises to address each part noted above.

Part 1 The Legal Imperative

Prohibited grounds of Discrimination
The Ultimate Purpose of the Code
Harassment Under the Code
Harrassment under the Canada Labour Code
Other Workplace-based Ontario Legislation

Part 2 The Policy Imperative

City of Hamilton Personal Harassment Prevention Policy: Key Points
Complaint Process
Harassing Behaviour

Part 3 The Civic Imperative

The Drive for Civic Inclusion

Ms. Brown advised that the current policies which we have in place need to be reviewed to determine if the policies are clear enough and do they hold the City to a high enough standard for sensible behaviour.
The Councillors further reviewed the Complaint Process Steps 1 to 7

Ms. Brown suggested that Council may want to have the Human Rights Specialist provide Council with an environmental scan on a monthly basis to provide a general overview of the health and well being of the city as a whole.

As well as review the Harassment Policy at committee.

Ms. Brown advised that she would follow up with the City Manager in providing answers to the following questions:

How are frivolous/false allegations/complaints against managers handled under policy? – the same way?

With respect to the policy will staff be disciplined for frivolous/vexatious complaints.

Provide clarification on discrepancy between a single incident and a course of incidents which constitutes personal harassment.

Meeting adjourned at 4:05 p.m.

Respectfully submitted,

Mayor F. Eisenberger

M. Gallagher, Co-ordinator
May 28, 2007