



ANTI-HARASSMENT POLICY FOR OUR CARNIVAL KITCHEN

Our Carnival Kitchen is committed to providing a work environment in which all workers are treated with respect and dignity. Workplace harassment will not be tolerated from any person in the workplace, including customers, clients, supervisors, workers, volunteers and members of the public, as applicable.

Workplace harassment means engaging in a course of vexatious comment or conduct against a worker in a workplace, that is known or ought reasonably to be known to be unwelcome.

Harassment can include such things as verbal or physical abuse, threats, derogatory remarks, jokes, innuendo, or taunts about any of the prohibited grounds.

Sexual harassment means:

- a) engaging in a course of vexatious comment or conduct against a worker in a workplace because of sex, sexual orientation, gender identity or gender expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome,
OR
- b) making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny a benefit or advancement to the worker and the person knows or ought reasonably to know that the solicitation or advance is unwelcome.

The behaviour need not be intentional in order to be considered harassment but may be offensive and/or intimidating. Such action may also engender fear or mistrust, and thereby compromise an individual's dignity or sense of self-worth. Any act of harassment committed by or against any employee, volunteer, client, or any other individual is unacceptable conduct and will not be tolerated. Managers, supervisors, and workers are expected to adhere to this policy and will be held responsible by the employer for not following it.

Our Carnival Kitchen is committed to investigating reported incidents of harassment in a prompt, objective and sensitive manner, taking necessary corrective action and providing appropriate support for victims. No individual shall be penalized in any way for making a complaint or giving evidence in a harassment investigation.

Workers are encouraged to report any incidents of workplace harassment to Karlye Dennis 604-910-3434. An investigation into the incident(s) will be undertaken immediately along with any additional steps necessary to resolve the problem. Information provided about an incident or about a complaint will not be disclosed except as necessary to protect workers, to investigate the complaint or incident, to take corrective action, or as otherwise required by law.

If a worker needs further assistance, he/she may contact Karlye Dennis 604-910-3434. Additionally, more information can be found at BC Employment Standards <https://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice/employment-standards>

Updated January 1st, 2024

Our Carnival Kitchen reserves the right to amend this policy at any time