

Operations Division Occupational Health and Safety

Field Visit Report

Page 1 of 4

OHS Case ID: **00952RRFN166**

Field Visit no: **00952RRFN167**

Visit Date: **2022-SEP-20**

Field Visit Type: **INITIAL**

Workplace Identification: **CORP OF THE TWP OF CALVIN, THE RURAL ROUTE 2, MATTAWA, ON, CANADA P0H 1V0 LOT 17 CON 5**

Notice ID:

Telephone:

JHSC Status:

Work Force #:

Completed %:

-

Not required

2

Persons Contacted: **MARY STOCK - DEPUTY CLERK**

Visit Purpose: **TO INVESTIGATE COMPLAINT**

Visit Location: **MUNICIPAL OFFICE**

Visit Summary: **SEE NARRATIVE - ORDER ISSUED**

Detailed Narrative:

A complaint was received regarding harassment complaints.

The complainant advises that one complaint was investigated and recommendations were made. The complaint also advises that one complaint was not investigated as the alleged harasser resigned their position.

Regardless of employment status or whether a member of the public the employer is required to investigate all instances of alleged harassment. The investigation must be by a non-biased competent person and written results are required to both the complainant and the alleged harasser.

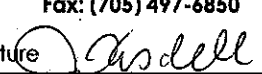
The employer has a duty to take all reasonable precautions to protect workers including from harassment from the public and thus even those complaints must be investigated and dealt with.

An order is issued to the employer to investigate the complaint from the complainant against the individual who resigned.

Discussed REPRISAL legislation - workers can not be reprimed against for many reasons as mentioned below including filing harassment complaints

Under section 50 of the OHS Act, workers are protected from reprisals. This means, your employer is not allowed to:

- fire or threaten to fire you
- suspend or discipline you, or threaten to do so
- intimidate or coerce you including, for example, bullying you or strongly encouraging you not to report
- impose any penalty upon you including, for example, transferring you to another position, shift or work location, reducing or changing your hours or denying you a raise or benefits that you're entitled to

Recipient	Inspector Data	Worker Representative
Name _____	JOANNE THISDELLE O.H.S.A. & B.O.S.T.A. INSPECTOR PROVINCIAL OFFENCES OFFICER 204-200 First Ave W, North Bay, ON P1B 3B9	Name _____
Title _____	Tel: (705) 471-1524 Fax: (705) 497-6850	Title _____
Signature _____	Signature 	Signature _____

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
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because you, as a worker have:

acted on any of your rights under the OHSA (for example, refusing to perform work you believe is unsafe)
followed or asked your employer to follow Ontario's occupational health and safety laws
given information to a Ministry of Labour, Training and Skills Development inspector or followed an inspector's
order
testified at a hearing about occupational health and safety enforcement:

Further information on Reprisals can be found at

<https://www.ontario.ca/page/reprisals-against-workers-employers>

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Notice ID:

Order(s) /Requirement(s) Issued To:

To: **CORP OF THE TWP OF CALVIN, THE** Org/Ind Role **Owner**

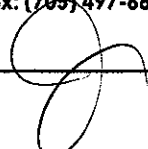
Mailing Address:
RURAL ROUTE 2, RR 2, MATTAWA, ON, CA POH 1V0

Order(s) /Requirement(s) Description:

You are required to comply with the order(s) /requirement(s) by the dates listed below.

No	Type Code	ActReg	Year	Sec.	Sub Sec.	Clause	Text of Order/Requirement	Comply by Date
1	Time	OHSA	1990	32.0.7	1		To protect a worker from workplace harassment, an employer shall ensure that, (a) an investigation is conducted into incidents and complaints of workplace harassment that is appropriate in the circumstances; (b) the worker who has allegedly experienced workplace harassment and the alleged harasser, if he or she is a worker of the employer, are informed in writing of the results of the investigation and of any corrective action that has been taken or that will be taken as a result of the investigation; (c) the program developed under section 32.0.6 is reviewed as often as necessary, but at least annually, to ensure that it adequately implements the policy with respect to workplace harassment required under clause 32.0.1 (1) (b); and, (d) such other duties as may be prescribed are carried out.	2022-NOV-10

The employer shall investigate the alleged harassment allegation that was dismissed due to the alleged harasser resigning. All allegations of harassment shall be investigated regardless of

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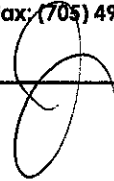
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source ie. public, worker on worker etc

Written results of the investigation shall be provided to the alleged harasser and the complainant

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