

## **WORKPLACE VIOLENCE & HARASSMENT POLICY STATEMENT**

As the owner of Traugott Building Contractors Inc., I am committed to the prevention of Violence and Harassment in the workplace.

Our Violence and Harassment Policy outlines our commitment to providing Workers with whatever steps are reasonable to protect our Workers from workplace Violence and Harassment from all sources.

Traugott Building Contractors Inc. has no tolerance for workplace violent and harassing behavior and will initiate our corrective action policy to any Worker found in violation. All Senior Management, Supervisors, Visitors, Clients, Subcontractors, Director of Health and Safety, Health and Safety Coordinators, Health and Safety Reps, JHSC and Workers must be committed to upholding the contents of this Policy and must work together in prevention.

Our Violence and Harassment Policy includes procedures to protect Workers, reporting and investigating incidents, follow up and specific commitments that we make to you. As the Owner, I will ensure this policy; procedures and overall program are implemented, trained and maintained.

It is the responsibility of each Worker to adhere to our Violence and Harassment Policy and to Ontario's Occupational Health and Safety Act and its regulations for Construction Projects.

Superintendents and Designated Site Foreman will adhere to this policy and the program that supports it. Superintendents and Site Foreman are responsible for ensuring that measures and procedures are followed by Workers and that Workers have the information they need to protect themselves.

Every Worker must work in compliance with this policy and the supporting program. All Workers are encouraged to raise any concerns about workplace Violence and Harassment and to report any violent incidents or threats. There will be no corrective action for reports made in good faith.

Senior Management pledges to investigate and deal with all incidents and complaints of workplace Violence and Harassment in a fair and timely manner, respecting the privacy of all concerned as much as possible.

*Dan Flaminio*

President

*Traugott Building Contractors Inc.*