

POL-ADM.2018.42 Title: *Reprisal*



Type:	Human Resources
Authority:	CEO
Resolution No:	BMPL 2018-77 on 4-19-18; POL-ADM.2018.42
Associated Documents:	Employment Standards Act, S.O. 2000 Part XVIII Canada Labour Code, Part II: Occupational Health & Safety
Original Approval:	04-19-2018
Amended On:	04-16-2020
Reviewed On:	

Policy Statement

The Blue Mountains Public Library shall treat every employee with respect. In the case of complaints against subordinates or co-workers, the CEO and management will ensure that there are not reprisals against complainants. The CEO shall adhere to the Employment Standards Act, S.O. 2000 and subsequent Acts pertaining to reprisal.

ADM.2018.42.1 Protection from Reprisal

Neither the Blue Mountains Public Library Board, the CEO, nor any person acting on behalf of the BMPL shall intimidate, dismiss or otherwise penalize an employee or threaten to do so, because the employee:

1. Asks the employer to comply with this Act and the regulations;
2. Makes inquiries about his or her rights under this Act;
3. Files a complaint with the Ministry under this Act;
4. Exercises or attempts to exercise a right under this Act;
5. Gives information to an employment standards officer;
6. Testifies or is required to testify or otherwise participates or is going to participate in a proceeding under this Act;
7. Participates in proceedings respecting a by-law or proposed by-law under Section 4 of the *Retail Business Holidays Act*;
8. Is or will become eligible to take a leave, intends to take a leave or takes a leave; or
9. Is subject to a court order or garnishment requiring the employer to pay to a third party an amount owing by the employer to the employee.