

MIDDLESEX LAW ASSOCIATION

Workplace Harassment Policy

The Middlesex Law Association is committed to treat all employees with respect and dignity. We will take whatever steps are reasonable to protect our employees from workplace violence from all sources.

Violent behaviour in the workplace is unacceptable from anyone. This policy applies to the members of the Association, employees, visitors, clients, volunteers and trades people. Everyone is expected to uphold this policy and to work together to prevent workplace violence.

There is a workplace violence program that implements this policy. It includes measures and procedures to protect workers from workplace violence, a means of summoning immediate assistance from courthouse security and a process for workers to report incidents, or raise concerns. The Middlesex Law Association endeavours to ensure this policy and the supporting program are implemented and maintained and that all employees have the appropriate information and instruction to protect them from violence in the workplace.

Every employee must work in compliance with this policy and the supporting program. All employees are encouraged to raise any concerns about workplace violence and to report any violent incidents or threats.

The Middlesex Law Association pledges to investigate and deal with all incidents and complaints of workplace violence in a fair and timely manner, respecting the privacy of all concerned as much as possible.

The workplace harassment policy should be consulted whenever there are concerns about harassment in the workplace.

Passed by the MLA Board of Trustees, 2011