



Date: January 2024

Policy: Respectful Workplace Policy

To Be Reviewed Annually by Human Resources

PURPOSE:

The policy is to protect employees, guests, and visitors from harassment, sexual harassment, discrimination, bullying, racism, and other harmful behavior that prevent the well-being of individuals.

SCOPE:

All employees of White Point Beach Resort will understand and comply with the Respectful Workplace Policy, regardless of their position or type of employment.

RESPONSIBILITY:

Human Resources is responsible for reviewing and updating the policy as legislation changes or additional requirements by the Nova Scotia Human Rights Act are enacted.

All employees will be provided with the policy annually to sign in agreement and compliance with White Point Beach Resort requirements.

GENERAL POLICY STATEMENT:

In accordance with the Government of Nova Scotia, White Point Beach Resort is committed to a healthy, safe and supportive workplace for all employees. We are committed to providing a work environment that values diversity and where all persons are treated with respect and dignity. It is the right of all employees to work in an environment free from harassment, sexual harassment, discrimination, intimidation, bullying, or subjected to violent language or gestures.

Harassment, offensive language, offensive behavior, intimidation, discrimination, racism, or other behavior that disregards the well being of individuals will not be tolerated. Employees found to be engaging in such behavior may be subject to immediate termination. Whether the source of disrespectful behavior comes from within White Point Beach Resort or outside, any allegation of such behavior will be taken seriously and handled by Human Resources immediately.

It is the intent of this policy to promote employee involvement in resolving situations. Resolution through an informal process is encouraged.

White Point Beach Resort adheres to the *Nova Scotia Human Rights Act*.