

# Memorandum



February 2018

**To:** All Chiefs of Police and Commissioner J.V.N. (Vince) Hawkes

**From:** Ontario Police Health and Safety Committee  
Labour and Management Co-Chairs

**Re:** Revised Guidance Note #9: Workplace Violence and Harassment

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The Ontario Police Health and Safety Committee (OPHSC) is appointed by the Minister of Labour under Section 21 of the *Occupational Health and Safety Act (OHSA)* for the purpose of advising the Minister and making recommendations on occupational health and safety issues that affect police personnel across Ontario.

As you know, police personnel face unique occupational health and safety hazards that may not specifically be addressed in Ontario's *Police Services Act*, its regulations, or in supporting policing guidelines.

The OPHSC has revised Guidance Note #9: Workplace Violence and Harassment to include amendments to the requirements regarding workplace harassment under the Occupational Health and Safety Act (that came into force on September 8, 2016) and provide links to additional resources available from the Ministry of Labour including the [Code of Practice to Address Workplace Harassment](#).

The OPHSC is seeking your support in ensuring the Guidance Notes is distributed broadly within the policing community.

Sincerely,

A handwritten signature in blue ink, appearing to read "Jim Glena".

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Jim Glena  
Labour Co-Chair  
Police Association of Ontario

A handwritten signature in blue ink, appearing to read "Bryan Larkin".

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Bryan Larkin  
Management Co-Chair  
Ontario Association of Chiefs of Police