



# St. Thomas Police Service

## BOARD POLICY

Subject:	Human Rights
Policy Number:	AI – 032
Effective Date:	April 1, 2024
Reviewed:	April 22, 2026
Authorized:	Police Services Board

### AUTHORITY / LEGISLATIVE REFERENCE

- *Community Safety and Policing Act, 2019*
- *Ontario Human Rights Code*

### POLICY STATEMENT

The St. Thomas Police Service Board is committed to upholding the principles of human rights, fairness, and equality in all its operations and interactions. This policy is designed to ensure compliance with all relevant human rights legislation, and to foster an environment of respect and inclusivity within the Board and the St. Thomas Police Service.

### POLICY APPLICATION

1. All Board members, employees, and contractors associated with the St. Thomas Police Service are expected to conduct themselves in a manner that respects the human rights of others. This includes treating everyone with dignity and respect, regardless of race, ethnicity, gender, sexual orientation, age, disability, religion, or any other characteristic protected by law.
2. Discrimination, harassment, and retaliation are strictly prohibited. Discrimination refers to unequal treatment based on personal characteristics that are protected under the Ontario Human Rights Code. Harassment includes any conduct that is offensive, abusive, or threatening, which creates an intimidating, hostile, or humiliating environment for individuals. Retaliation involves any adverse action taken against an individual for making a human rights complaint or participating in an investigation.
3. The Board is committed to creating and maintaining a work environment where individuals feel safe to raise concerns about human rights violations. Procedures are in place to address complaints of discrimination or harassment in a timely and effective manner. Complaints can be made to the Chief of Police. All complaints will be investigated thoroughly and confidentially, with appropriate actions taken based on the findings, as appropriate.
4. Training on human rights and anti-discrimination will be provided to all Board members, employees, and contractors. This training will include information on recognizing and addressing

discrimination, harassment, and other human rights issues, as well as understanding the rights and responsibilities of individuals under the applicable legislation.

5. Regular reviews of policies and practices will be conducted to ensure ongoing compliance and to address any changes in the legal landscape or organizational needs.