

# McLennan & Company Ltd

## Human Rights Policy

McLennan & Company Ltd. is committed to a fair and equitable workplace free of discrimination and harassment. McLennan & Company Ltd. upholds the provisions of the Ontario Human Rights code and namely section 5 of the Ontario Human Rights Code, which reads,

### Employment

**5. (1)** Every person has a right to equal treatment with respect to employment without discrimination because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, record of offences, marital status, family status or disability. R.S.O. 1990 c.H.19, s.5(1); 1999, c.6, s.28 (5); 2001, c.32, s.27 (1); 2005, c.5, s.32(5).

### Harassment in Employment

**5. (2)** Every person who is an employee has a right to freedom from harassment in the workplace by the employer or agent of the employer or by another employee because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, age, record of offences, marital status, family status or disability. R.S.O. 1990 c.H.19, s.5 (2); 1999, c.6, s.28 (6); 2001, c.32, s.27 (1); 2005, c.5, s.32 (6).

McLennan & Company Ltd. will not tolerate discrimination or harassment on any of the above grounds in any form, nor will it condone a poisoned work environment.

### Process

If an employee has a complaint regarding a perceived violation of the *Ontario Human Rights Code*, he/she should report the matter to Bruce McLennan. If the employee is uncomfortable going to Bruce McLennan or, if Bruce McLennan is the person about whom the complaint is related, the employee should report the matter to the manager, Wendy Thompson. At all times McLennan & Company Ltd. will maintain the confidentiality of the complainant and the respondent to the complaint. McLennan & Company Ltd. will endeavor to investigate and resolve any such complaint within a thirty (30) day period.

If a claim of harassment or discrimination is proven, the respondent will be subject to disciplinary measures up to and including termination of employment. Notwithstanding the foregoing, any employee of McLennan & Company Ltd. who feels they have a human rights complaint should be aware of his/her right to file a complaint with the *Ontario Human Rights Tribunal*. All employees should be aware that there is a one year time requirement in the Code for such complaints to be advanced.