

RE: Workplace Harassment and Violence

This communication is intended for all parties attending the City of Ottawa Water Production and Wastewater Treatment Facilities (including, but not limited to, Lemieux Island WPP, Britannia WPP and Robert O. Pickard Environment Center (ROPEC)).

The City of Ottawa is committed to ensuring a safe and respectful environment for everyone. Aggressive or intimidating behaviour, bullying, harassment or coarse language will not be tolerated. Those that engage in this type of behaviour may not be served and requested to leave the work site.

Ropec is a secure facility, and all vendors are required to report to the guard hut and identify themselves and the purpose of their visit. It has come to our attention that, on two occasions, during the month of March two separate individuals attending to the ROPEC site conducted themselves inappropriately when attempting to access to the site.

The City of Ottawa will consider all complaints with the utmost seriousness and undertake a review and investigation of all reported incidents of workplace harassment and violence. The findings of any internal review will be shared with the employer of the person who misconducted themselves. The nature and the severity of the consequences will be commensurate with the behaviour exhibited.

The City of Ottawa has a legal obligation under the Occupational Health and Safety Act (Ontario) to protect its workers from both workplace harassment and violence.

Sincerely,

Marie-Geneviève (Gen) Nielsen, P.Eng.

Director, Water Facilities and Treatment Services | Directrice, Services des installations d'adduction

et de purification de l'eau

Infrastructure and Water Services Department | Direction générale des services d'infrastructure et d'eau

City of Ottawa | Ville d'Ottawa

Pronouns: she / her | Pronoms: féminin

Carina Duclos, P.Eng. (she/her)

Director, Infrastructure Services | Directrice, Services d'infrastructure

Infrastructure and Water Services Department | Direction générale des services d'infrastructure et d'eau

City of Ottawa | Ville d'Ottawa