

DISCRIMINATION, HARASSMENT, UNACCEPTABLE BEHAVIOUR AND VANDALISM POLICY

Effective Date: July 9, 2020

Supersedes / Amends:
No Previous Policy

1. Purpose

To establish a policy regarding the proper conduct and behavior of members of the public entering the Premises of LMCG and use of the facility.

2. Objective

LMCG promotes safety, respect and inclusion by offering everyone a safe space for the enjoyment of the facility. LMCG does not tolerate violence, harassment, vandalism or other abusive or unacceptable behaviours that undermine the safety or dignity of staff or other visitors.

3. Definitions

For the purposes of this policy, the following definitions apply:

“Discrimination” means unequal or different treatment or Harassment that causes harm.

“LMCG” means Leaside Memorial Community Gardens Arena.

“Harassment” means engaging in a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome. This can include discrimination, sexual harassment, violence, bullying, gossip, and would constitute Unacceptable Behaviour.

“Premises” means the LMCG facility which has a municipal address of 1073 Millwood Road, Toronto, Ontario, M4G 1X6.

“Unacceptable Behaviour” means behaviours that negatively impact the safe functioning of the facility, impair the use of the facility by other visitors, or that compromise the dignity or respect of other visitors or staff are considered unacceptable.

“Vandalism” means the malicious, willful, intent to destruct or deliberate destruction, damage or defacing of property.

4. **Scope and Application**

This policy applies to any member of the public that enters the Premises and the staff and management of LMCG.

5. **Policy**

- (a) LMCG will not tolerate, ignore, or condone any form of Discrimination, Harassment, Unacceptable Behaviour or Vandalism and is committed to promoting appropriate standards at all times.
- (b) If such Discrimination, Harassment, Unacceptable Behaviour or Vandalism occurs on the Premises, LMCG will take any steps available to ensure that infringing conduct has been appropriately dealt with, including barring any individual from the Premises and contacting the authorities, where appropriate, and/or discontinuing business with said individuals, organizations or entities.
- (c) Visitors refusing to adhere to this Policy will be asked to leave the Premises.