



Violence and Harassment Policy

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Engineered Alarm Solutions Inc. (EAS) is committed to providing a work environment in which all individuals are treated with respect and dignity. We will take whatever steps reasonable to protect our workers, clients, visitors and members of the public from workplace violence and harassment from all sources.

Violent behaviour or harassment of any kind in the workplace is unacceptable from anyone. Everyone, from management to workers, visitors, and clients, are expected to uphold this policy and to work together to prevent workplace violence and harassment.

For the purpose of this policy, workplace violence includes, but is not limited to:

- the use of, or attempted use of, physical force by a person against an employee in the workplace that causes or could cause physical injury.
- any threat, behaviour, or action directed by or at an employee and interpreted as carrying the potential to harm or endanger the safety, or
- mental well-being of the employee or other.

Workplace harassment means engaging in a course of vexatious comment or conduct against a worker in a workplace, including virtually through the use of information and communications technology, that is known or ought reasonably to be known to be unwelcome or workplace sexual harassment. Workplace sexual harassment means:

- engaging in a course of vexatious comment or conduct against a worker in a workplace, including virtually through the use of information and communications technology, because of sex, sexual orientation, gender identity or gender expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome, or
- making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny a benefit or advancement to the worker and the person knows or ought reasonably to know that the solicitation or advance is unwelcome.

A reasonable action taken by the employer or supervisor relating to the management and direction of workers or the workplace is not workplace harassment.

Workers are encouraged to report any incidents of workplace violence or harassment. EAS will investigate and deal with all concerns, complaints or incidents in fair and timely manner while respecting the worker's privacy as much as possible.

Managers, supervisors and workers are expected to adhere to this policy and will be held responsible by the employer for not following it. Workers are not to be penalized or disciplined for reporting an incident or for participating in an investigation involving workplace harassment.

Nothing in this policy prevents or discourages a worker from filing an applicable complaint with the Human Rights Tribunal of Ontario on a matter related to Ontario's Human Rights Code within one year of the last alleged incident. A worker also retained the right to exercise any other legal avenues that may be available.



Principal

May 01, 2025
Date