

Advanced Rehabilitation Centres (ARC) is committed to providing a work environment that is free from acts of violence, threats of violence or harassment. ARC, in keeping with this commitment, has established a policy that provides “**Zero Tolerance**” for actual or threatened violence or harassment against Team Members, Visitors, or any other persons who are either on our premises or have contact with any member of our team in the course of their responsibilities. A work environment free from violence or harassment is every Team Member’s responsibility. It is therefore essential that each Team Member understands the importance of a safe and secure work environment free of discriminatory or prohibited harassment.

ARC has established preventative measures, procedures and practices in order to promote compliance with this policy and to maximize our efforts to provide a safe and secure work environment that is free from violence or harassment based on an individual’s sex, race, colour, national origin, age, religion, height, weight, marital status, handicap and gender identity or gender expression. These measures, procedures and practices include programs to train and retrain Team Members as appropriate to ensure compliance with the legislation and best practices relative to violence and harassment prevention.

Every specific or implied verbal or physical threat of violence, act of violence or harassment must be treated seriously and reported to your Leader/Supervisor/Manager for appropriate investigation and effective corrective measures.

A Team Member will not be discriminated against or retaliated against as a result of making a truthful complaint or report about a credible or perceived threat of violence or harassment made against themselves, their family members, other Team Members and any Visitor or other persons in the work environment. It is an important objective of ARC to promote an organizational culture that encourages ethical conduct and a commitment to compliance with the law.

Complete support and cooperation by all Team Members is necessary for ARC to accomplish its goal of maximizing the security, safety and wellbeing of all Team Members, Visitors and any other person with a business relationship with ARC. Any questions regarding a person’s obligations under this policy should be directed to your Leader/Supervisor/Manager