



Academic Bargaining 2021

College Proposal – M04

Harassment and Discrimination Amendment

Presented by:
The College Employer Council
(on behalf of the Colleges of Applied Arts and
Technology)

To:
The Ontario Public Service Employees Union
(for CAAT Academic Employees)

M04 – Harassment and Discrimination Amendment

Amend Article 4.01 A as follows

4.01 A The parties agree that, in accordance with the provisions of the *Ontario Human Rights Code*, there shall be no discrimination or harassment against any employee by the Union or the Colleges **or by any other employee**, by reason of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, record of offences, marital status, family status or disability.

In order to reinforce respect and civility in the work place. Broaden language into Article 4 to identify the mutual interest to have a respectful workplace where everyone treats each other with respect.

The CEC reserves the right to add to or to modify these proposals during the course of bargaining.