



Hamilton Police Service Board Respectful Environments Policy P-042

Effective date: September 10, 2026

Reviewed:

Amended:

Applicable Legislation

Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1 (Act) ss. 38(1)

Occupiers' Liability Act,

The Ontario Human Rights Code,

The Occupational Health and Safety Act,

The Trespass to Property Act,

The Criminal Code.

Policy Statement

The Hamilton Police Service Board is committed to fostering community and work environments where there is respect for yourself; respect for others; and responsibility for your actions.

Policy Application

1. Purpose

The purpose of this policy is to promote safe, positive, and supportive environments and interactions for all members of the public, Hamilton Police Service Board (Board) Members, Board Staff and Police Service Members at public events held by the Board.

This policy outlines the Board's expectations regarding appropriate behaviour and lists the roles and responsibilities of all individuals when responding to

incidents involving bad behaviour, harassment, and/or violence at a public event held by the Board.

This policy addresses incidents of bad behavior, harassment and/or violence:

- a) Directed at Board members, Board Staff or members of the Service by a member(s) of the public, or
- b) Directed at a member(s) of the public by another member(s) of the public.

2. Scope

This policy applies to all members of the public, Board Members and Board Staff including but not limited to permanent, temporary and contract employees, volunteers, students and interns.

3. Definitions

3.1 Inappropriate Behaviour

Conduct that is not in line with the Board's expectations for respectful behaviour. This can include, but is not limited to:

- a) Verbal assaults directed at participants, officials, members of the public or Board staff deemed to be aggressive or intimidating or having the potential of inciting violence;
- b) Threats and/or attempts to intimidate;
- c) Throwing of articles in a deliberate or aggressive manner;
- d) Aggressive approaches to another individual (physical/verbal assault);
- e) Physical striking of another individual;
- f) Attempts to incite violence in others;
- g) Theft of property;
- h) Possession of unauthorized weapons;

- i) Vandalism to building or property;
- j) Refusal to follow the rules, policies and by-laws outlined by the Board;
- k) Discriminatory comments based on the prohibited grounds set out in applicable legislation including the Ontario Human Rights Code;
- l) Use of illegal drugs;
- m) Use of alcohol on non-licensed premises; and
- n) Harassment (engaging in a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome).

3.2 Harassment

One or a series of vexatious comments or instances of conduct that is known or ought reasonably to be known to be unwelcome or unwanted. “Vexatious” comment or conduct is a comment or conduct that is inappropriate, unnecessary, and one a reasonable person would consider to be offensive, upsetting, distressing, demeaning, or would make a person uncomfortable.

This comment or conduct may be offensive, intimidating, hostile or inappropriate, based on the prohibited grounds set out in the Ontario Human Rights Code as follows:

- a) Race;
- b) Sex (including pregnancy);
- c) Colour;
- d) Disability;
- e) Ancestry;
- f) Sexual Orientation;

- g) Place of Origin (where one was born);
- h) Age;
- i) Ethnic Origin;
- j) Marital Status (includes same sex partnership status);
- k) Citizenship;
- l) Family Status;
- m) Creed;
- n) Gender Identity;
- o) Gender Expression;
- p) Record of Offence, for which a pardon has been granted (in employment only); and
- q) Receipt of Public Assistance (in housing/accommodation only).

3.3 Vandalism

The malicious, willful, and deliberate destruction, damage or defacing of property owned by the Board, the Police Service or the City of Hamilton.

4. Principles

Board members, Board staff, members of the Service and the public are entitled to a safe, respectful and supportive environment when attending or working at events.

The Board is committed to fostering an environment where there is respect for oneself; respect for others; and responsibility for one's actions.

The Board seeks to ensure the safety and security of all individuals will not tolerate any form of inappropriate behavior at Board-led events.

The Board places a priority on the personal safety of its employees and the public. Individuals are not to put themselves at risk or jeopardize anyone's safety when dealing with contraventions of this policy. If at any time an employee or a member of the public feels personally threatened, they are to call the Police or security immediately for assistance.

5. Responsibilities

5.1 The Public

Individual members of the public are responsible for:

- a) Behaving in a manner that respects the rights of others;
- b) Behaving and acting in a manner that is respectful of Board and City-owned property; and
- c) Behaving in a manner that does not violate the conditions of this policy.

5.2. Board Employees

Board employees are responsible for:

- a) Being aware of the policy and procedures;
- b) Implementing this policy as necessary;

- c) Seeking guidance, clarity and support from the Executive Director or Chair of the Board, as needed, when dealing with a violation of this policy.

6. Compliance

Individuals who engage in any unacceptable behaviour as defined in this policy, may, depending on the severity of their behaviour, be barred immediately from the premises and if necessary, be suspended for a period of time or permanently, as required. As per this policy, details will be determined on a case-by-case basis by the Chair of the Board.

In addition to any other measures taken, where any damage to Board or City property has occurred, the individual(s) responsible will be required to reimburse the Board or City for all costs associated with any repairs, an administration fee, as well as any lost revenues. Where appropriate, the individual(s) may be required to repair the damage.