



2024 to 2027 Business Plan

Service: Human Rights

\$0.01

Cost per day for the average rate payer (2024 to 2027)

0.05%

Of the 2024 to 2027 City of London Net Property Tax Supported Budget

Who we are:

- The City administers processes and procedures provided under its applicable policies, including the Respect in the Workforce Policy, Code of Ethics and Workplace Violence Prevention Policy.

What we do:

- The City is committed to providing a respectful, safe and supportive workplace in which the diversity, dignity and perspectives of all individuals are valued and respected.

Why we do it:

- **Mandatory** – The Ontario Human Rights Code and Occupational Health and Safety Act create requirements and accountabilities for the City to provide workplaces that are free from harassment, discrimination and violence.








The following table provides an overview of the budget for this service:

| Budget Summary (\$000's) | 2024 | 2025 | 2026 | 2027 | 2024 to 2027 TOTAL |
|--|--------------|--------------|--------------|--------------|--------------------|
| Gross Operating Expenditures | \$413 | \$414 | \$415 | \$417 | \$1,659 |
| Other Revenues | -\$0 | -\$0 | -\$0 | -\$0 | -\$0 |
| Net Tax Levy Supported Operating Budget | \$413 | \$414 | \$415 | \$417 | \$1,659 |
| Total Capital Expenditures | \$0 | \$0 | \$0 | \$0 | \$0 |
| Full-Time Equivalents (FTE's) | 3 | 3 | 3 | 3 | N/A |

Reflects Draft 2024 to 2027 Multi-Year Budget – December 12, 2023.

Linkage to the 2023 to 2027 Strategic Plan

This service supports the following Strategic Areas of Focus in the 2023 to 2027 Strategic Plan:

| | | | | | |
|---|---|--|---|---|---|
| ✓ |  | Reconciliation, Equity, Accessibility, and Inclusion | |  | Economic Growth, Culture, and Prosperity |
| |  | Housing and Homelessness | |  | Mobility and Transportation |
| |  | Wellbeing and Safety | |  | Climate Action and Sustainable Growth |
| |  | Safe London for Women, Girls, and Gender-Diverse and Trans People | ✓ |  | Well-Run City |

Environmental, Socio-economic Equity and Governance (ESG) Considerations

Environmental, Socio-economic Equity and Governance Profile for this service:



Environmental:

- Corporate Greenhouse Gas Emissions: This business plan does not include any new greenhouse gas emission sources or increased emissions from existing sources.
- Community Greenhouse Gas Emissions: This business plan is not expected to have any impact on greenhouse gas emissions in the community.
- Climate Change: This business plan is not expected to have any impact on community adaptation and resilience.

Socio-economic Equity:

- The Human Rights area aims to protect the rights of each employee of the City of London. This service is committed to ensuring the City of London is a respectful, safe and supportive workplace in which the diversity, dignity and perspectives of all individuals are valued and respected.

Governance:

- The function of this area is mandated through the Ontario Human Rights Code and Occupational Health and Safety Act.

The following section provides an overview of the key activities the service plans to undertake from 2024 to 2027 to implement the Corporation's 2023 to 2027 Strategic Plan, as well as an overview of the risks and challenges the service is anticipated to experience during this period:

Service Highlights 2024 to 2027

- Implement a renewed Respectful Workplace Policy and procedures and renewed Workplace Violence Prevention Policy and provide annual updates to City Council using an updated report template.

Risks and Challenges Anticipated in 2024 to 2027

- City employees have expectations and legal rights to be able to work in a workplace that is safe and respectful and that protects their dignity, allowing them to bring their whole selves to work each day. The City must promptly address any concerns of potential inappropriate conduct in our workplaces in a thorough manner.

Contact:

- Adriana Hagan, Manager, Labour Relations
- 519-661-CITY (2489) Extension 5186
- ahagan@london.ca