



## 2020 to 2023 Business Plan

### Service: Human Rights

**\$0.00**

Cost per day for the average rate payer (2020 to 2023)

**0.05%**

Percentage of the 2020 to 2023 City of London Net Property Tax Supported Budget

#### Who we are:

- The City administers processes and procedures provided under its applicable policies, including the Workplace Harassment and Discrimination Prevention Policy, Code of Conduct for Employees and the 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 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)	2020	2021	2022	2023	2020 to 2023 TOTAL
Gross Operating Expenditures	\$333	\$336	\$339	\$341	\$1,349
Other Revenues	\$0	\$0	\$0	\$0	\$0
<b>Net Tax Levy Supported Operating Budget</b>	<b>\$333</b>	<b>\$336</b>	<b>\$339</b>	<b>\$341</b>	<b>\$1,349</b>
Total Capital Expenditures	\$0	\$0	\$0	\$0	\$0
Full-Time Equivalents (FTE's)	2	2	2	2	N/A

Reflects 2020 to 2023 Council Approved Budget - January 12, 2021.

The following section provides an overview of the key activities the service plans to undertake from 2020 to 2023 to implement the Corporation's 2019 to 2023 Strategic Plan, as well as an overview of the risks and challenges the service is anticipated to experience during this period:

### Service Highlights 2020 to 2023

- Implementing the new Respectful Workplace Policy and providing annual updates to City Council using an updated report template.

### Risks and Challenges Anticipated in 2020 to 2023

- Implementing recommendations from the Rubin Thomlinson third party assessment will create greater expectations from our employees regarding our policies and addressing any concerns of potential inappropriate conduct in our workplaces in a thorough and timely manner.

The service directly supports the following components of the Corporation's 2019 to 2023 Strategic Plan:

### Creating a Safe London for Women and Girls

London has enhanced the potential for women and girls to live safe lives.

**Expected Result:** Decrease male violence against women and girls who are subjected to abuse, assault and non-state torture in their intimate relationships; sex trafficking; sexual assault; and workplace harassment.

**Strategy:**

- Develop policies, by-laws and programs that make the safety of women and girls a priority, including policies and procedures that ensure workplace harassment is addressed appropriately with sanctions against harassers and supports for victims. (SLWG-3)

Metric	2019	2020	2021	2022	2023
# of Workplace Harassment and Discrimination Prevention Policy Complaints.	Actuals	Actuals	Actuals	Actuals	Actuals
# of Code of Conduct for Employees Complaints.	Actuals	Actuals	Actuals	Actuals	Actuals
# of Workplace Violence Prevention Policy complaints.	Actuals	Actuals	Actuals	Actuals	Actuals

**Leading in Public Service**

The City of London is a leader in public service as an employer, a steward of public funds, and an innovator of service.

**Expected Result:** Maintain a safe and healthy workplace.

**Strategy:**

- Develop and implement a People Plan. (LPS-20))

Metric	2019	2020	2021	2022	2023
Metrics TBD through the development of the Plan.	TBD	TBD	TBD	TBD	TBD

**Other reference information:**

- Annual Reports to Council 2020, 2021, 2022 and 2023

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