



Northstar Frontier Services Inc.

705-222-STAR (7827) phone
705-222-2FAX (2329) fax

2912 Poole Crt, Unit 1
Val Caron, ON P3N 1B2
www.northstarfrontier.com

Workplace Violence and Harassment Policy Statement

The management of Northstar Frontier Services Inc. is committed to the prevention of workplace violence and is ultimately responsible for worker health and safety. We will take whatever steps are reasonable to protect our workers from workplace violence from all sources.

According to Part II of the Canada Labour Code, harassment and violence means “any action, conduct or comment, including of a sexual nature, that can reasonably be expected to cause offence, humiliation or other physical or psychological injury or illness to an employee, including any prescribed action, conduct or comment.” This includes all types of harassment and violence, including sexual harassment, sexual violence, and domestic violence.

Violent behaviour in the workplace is unacceptable from anyone. This policy applies to any managers, consultants, contractors, sub-contractors, employees, supervisors, and visitors (either intended or incidental). Everyone is expected to uphold this policy and to work together to prevent workplace violence.

The Code defines sexual harassment as any conduct, comment, gesture, or contact of a sexual nature that is likely to cause offence or humiliation to any employee; or that might, on reasonable grounds, be perceived by that employee as placing a condition of a sexual nature on employment or on any opportunity for training or promotion.

Northstar Frontier Services Inc., as the employer, will ensure this is implemented and maintained. All workers, supervisors, and managers will receive appropriate information and instruction on the contents of the policy.

Every worker must work in compliance with this policy. All workers are encouraged to raise any concerns about workplace violence and to report any violent incidents or threats. Northstar will ensure that there will be no negative consequences for reports made in good faith.

Management pledges to investigate and deal with all incidents and complaints of workplace violence or harassment in a fair and timely manner, respecting the privacy of all concerned as much as possible.



Jim Duff
General Manager

August 14, 2023

Date