

From: "Mochrie, Paul" <Paul.Mochrie@vancouver.ca>
To: "Dominato, Lisa" <Lisa.Dominato@vancouver.ca>
Date: 6/21/2023 5:45:44 PM
Subject: RE: Standing committee

Thanks for sharing this information, Lisa. I can confirm that the assertions are not accurate. There is no material difference between the existing policy and the new policy in relation to protection of employees from harassment on the basis of gender identity or expression.

The recommended policy prohibits harassment as defined in very broad terms as set out below, including specific reference to grounds of discrimination set out in the BC Human Rights Code. As indicated, those prohibited grounds include gender identify or expression:

"Harassment is any conduct or comment by a person that the person knew or reasonably ought to have known would cause another person to be humiliated or intimidated and have a demonstrable negative impact on the workplace or individual.

It also includes harassment connected to the protected grounds under the Human Rights Code (i.e. based on Indigenous identity, race, colour, ancestry, place of origin, religion, family status, marital status, physical disability, mental disability, sex, age, sexual orientation, **gender identity or expression**, political belief, and conviction of a criminal or summary conviction offence unrelated to their employment)."

Best,
Paul

From: Dominato, Lisa <Lisa.Dominato@vancouver.ca>
Sent: Wednesday, June 21, 2023 3:54 PM
To: Mochrie, Paul <Paul.Mochrie@vancouver.ca>
Cc: Direct to Mayor and Council - DL
Subject: Standing committee

Hi Paul,

I haven't had an opportunity to review the equity report yet but flagging that concerns are being raised online related to eliminating reference to discriminating behaviours based on gender and gender identity/expression. (See attached)

Is this captured somewhere else in the new policy? What is the rationale for removing it?

Lisa