



ZERO TOLERANCE POLICY

The Oshawa Clinic Group is committed to providing a **safe, secure and respectful environment** for all occupants of our buildings.

Words or actions that make others feel threatened or demeaned will not be tolerated and decisive action will be taken to protect occupants of our buildings.

Disruptive Behaviour

The Oshawa Clinic Group considers the use of inappropriate words, actions or inactions as disruptive behaviour.

Inappropriate Actions/Inactions

- Violence (physical attacks or threats of harm)
- Intimidation
- Throwing, damaging property or breaking things
- Unwelcomed physical contact
- Failure to observe Oshawa Clinic Group policies and/or contracts
- Refusing to leave the property

Inappropriate Words (in person, by phone, or any means of communication)

- Abusive language and yelling
- Disrespectful or demeaning language/comments
- Remarks, jokes or innuendos that degrade, ridicule or offend
- Discriminatory remarks
- Threats or threatening behaviour
- Bullying
- Sexual Harassment

Immediate action will be taken when incidents described above occur.

Individual(s) may be asked to leave, the police may be called, the individual(s) may face dismissal from our practice, and/or the individual(s) may be banned from our buildings.