

EC2019-703

EXECUTIVE COUNCIL ACT
 MINISTER OF AGRICULTURE AND LAND
 AUTHORITY TO ENTER INTO AN AGREEMENT
 (DAIRY FOCUS ATLANTIC CONFERENCE)
 WITH
 THE PROVINCE OF NEW BRUNSWICK
 AND
 THE PROVINCE OF NOVA SCOTIA
 AND
 DAIRY FOCUS ATLANTIC STEERING COMMITTEE

Pursuant to clauses 10(b) and 10(d) of the *Executive Council Act* R.S.P.E.I. 1988, Cap. E-12 Council authorized the Minister of Agriculture and Land to enter into a funding agreement with the Province of New Brunswick, as represented by the Minister of Agriculture, Aquaculture and Fisheries, and the Province of Nova Scotia, as represented by the Minister of Agriculture and the Dairy Focus Atlantic Steering Committee to support a bi-annual Atlantic professional development conference for dairy producers, for the period August 1, 2019 to March 31, 2020, such as more particularly described in the draft agreement.

EC2019-704

EXECUTIVE COUNCIL ACT
 MINISTER OF AGRICULTURE AND LAND
 AUTHORITY TO ENTER INTO AN AGREEMENT
 (EUROPEAN CORN BORER RESISTANCE RESEARCH PROJECT)
 WITH
 THE PROVINCE OF NEW BRUNSWICK
 AND
 THE PROVINCE OF NOVA SCOTIA
 AND
 ATLANTIC GRAINS COUNCIL

Pursuant to clauses 10(b) and 10(d) of the *Executive Council Act* R.S.P.E.I. 1988, Cap. E-12 Council authorized the Minister of Agriculture and Land to enter into a funding agreement with the Province of New Brunswick, as represented by the Minister of Agriculture, Aquaculture and Fisheries, and the Province of Nova Scotia, as represented by the Minister of Agriculture and the Atlantic Grains Council to support research into the management of the European corn borer, for the period April 29, 2019 to March 15, 2022, such as more particularly described in the draft agreement.

EC2019-705

EXECUTIVE COUNCIL ACT
 MINISTER OF AGRICULTURE AND LAND
 AUTHORITY TO ENTER INTO AN AGREEMENT
 (WILD BLUEBERRY INDUSTRY RESEARCH PROJECT)
 WITH
 THE PROVINCE OF NEW BRUNSWICK
 AND
 THE PROVINCE OF NOVA SCOTIA
 AND
 CANADIAN WILD BLUEBERRY INDUSTRY RESEARCH
 AND DEVELOPMENT INSTITUTE

Pursuant to clauses 10(b) and 10(d) of the *Executive Council Act* R.S.P.E.I. 1988, Cap. E-12 Council authorized the Minister of Agriculture and Land to enter into a funding agreement with the Province of New Brunswick, as represented by the Minister of Agriculture, Aquaculture and Fisheries, and the Province of Nova Scotia, as represented by the Minister of Agriculture and the Canadian Wild Blueberry Industry Research and Development Institute to support research to increase the competitiveness of the wild blueberry industry, for the period April 1, 2019 to March 15, 2023, such as more particularly described in the draft agreement.

EC2019-706

EXECUTIVE COUNCIL ACT
 MINISTER OF EDUCATION AND LIFELONG LEARNING
 AUTHORITY TO ENTER INTO AN AGREEMENT
 (PROTOCOL FOR AGREEMENTS
 FOR MINORITY-LANGUAGE EDUCATION AND
 SECOND-LANGUAGE INSTRUCTION
 2019-2020 TO 2022-2023)
 WITH THE
 GOVERNMENTS OF CANADA,
 THE PARTICIPATING PROVINCES
 AND
 THE TERRITORIES

Pursuant to clause 10(a) of the *Executive Council Act* R.S.P.E.I. 1988, Cap. E-12 Council authorized the Minister of Education and Lifelong Learning to enter into a Protocol for Agreements for Minority-Language Education and Second-Language Instruction with the Government of Canada, as represented by the Minister of La Francophonie and the Governments of the Provinces (except Quebec) and the Territories, as represented by their respective Ministers Responsible for Education, to continue a cooperation framework on official languages in education for fiscal years 2019-2020 to 2022-2023, such as more particularly described in the draft agreement.

EC2019-707

**PRINCE EDWARD ISLAND
LANDS PROTECTION ACT
PROPERTY NO. 562173, LOT 36, QUEENS COUNTY
IDENTIFICATION FOR NON-DEVELOPMENT USE
AMENDMENT**

Pursuant to subsection 9(2) of the *Prince Edward Island Lands Protection Act* R.S.P.E.I. 1988, Cap. L-5, Council amended the condition of non-development use made pursuant to section 2 of the Land Identification Regulations (EC606/95) in respect of approximately sixty-seven (67) acres of land, being Provincial Property No. 562173 located at Tracadie Cross, Lot 36, Queens County, Prince Edward Island and currently owned by Thomas Earl Carmody of Charlottetown, Prince Edward Island.

Council noted that this amendment will enable subdivision of a parcel of land of approximately four (4) acres to create four (4) 1-acre lots for residential use. Further, Council determined that following subdivision, identification for non-development use shall continue to apply to the remaining land.

This Order-in-Council comes into force on October 15, 2019.

EC2019-708

**NATURAL PRODUCTS MARKETING ACT
DAIRY FARMERS OF PRINCE EDWARD ISLAND
REGULATIONS
AMENDMENT**

On the recommendation of the Prince Edward Island Marketing Council and under the authority of subsections 4(2) and (3) and section 29 of the *Natural Products Marketing Act* R.S.P.E.I. 1988, Cap. N-3, the Lieutenant Governor in Council made the following regulations:

1. (1) Subsection 1(1) of the *Natural Products Marketing Act* Dairy Farmers of Prince Edward Island Regulations (EC215/04) is revoked and the following substituted:

- | | |
|---|-------------------------|
| 1. (1) In these regulations and the Board orders made under them | Definitions |
| (a) "Act" means the <i>Natural Products Marketing Act</i> R.S.P.E.I. 1988, Cap. N-3; | Act |
| (b) "Board" means the Dairy Farmers of Prince Edward Island continued under section 2; | Board |
| (c) "district" means the Western District or the Eastern District; | district |
| (d) "district milk committee" means a district milk committee established pursuant to section 20; | district milk committee |
| (e) "Eastern District" means the area within the boundaries set out as the Eastern District in the Schedule to these regulations; | Eastern District |
| (f) "milk" means milk from a cow; | milk |
| (g) "milk producer" means an individual, partnership, corporation, syndicate or business group that produces and markets milk for processing; | milk producer |
| (h) "quota" means a share of the market for milk fixed and allotted by the Board to a milk producer; | quota |

- (i) “quota holder” means a milk producer who is allotted a quota, but does not include a milk producer whose quota has been suspended or cancelled by the Board; quota holder
- (j) “register” means the register kept pursuant to section 6; register
- (k) “Western District” means the area within the boundaries set out as the Western District in the Schedule to these regulations. Western District

(2) Subsection 1(2) of the regulations is revoked.

(3) Subsection 1(3) of the regulations is amended by the deletion of the words “, the *Dairy Industry Act*, or the *Dairy Industry Act Regulations*” and the substitution of the words “or these regulations”.

2. Subsection 2(5) of the regulations is revoked.

3. Section 4 of the regulations is amended in the words preceding clause (a) and in clause (c) by the deletion of the word “Marketing”.

4. Clause 5(1)(e) of the regulations is amended by the deletion of the words “four Board members” and the substitution of the words “two Board members and at least two district milk committee members who are not Board members”.

5. Section 7 of the regulations is revoked and the following substituted:

7.(1) The Board shall be composed of nine members, elected in accordance with these regulations, of which Composition of board of directors

- (a) three members shall be quota holders listed in the register who reside or are located in the Western District;
- (b) three members shall be quota holders listed in the register who reside or are located in the Eastern District; and
- (c) three members shall be elected at large from all quota holders listed in the register who reside or are located in the province.

(2) On the day this section comes into force, the quota holders who, immediately preceding the coming into force of this section, were members of the Board are deemed to have been elected to represent the Western District or the Eastern District, or elected as a member at large, in accordance with subsection (1) as follows: Transitional

- (a) with respect to the two members who, immediately preceding the coming into force of this section, were members of the Board representing the West Prince District,
- (i) one member determined by the Board is deemed to be a member of the Board referred to in clause (1)(a) for the remainder of the member’s term or until the member sooner ceases to hold office, and
- (ii) one member determined by the Board is deemed to be a member of the Board referred to in clause (1)(c) for the remainder of the member’s term or until the member sooner ceases to hold office;
- (b) the two members who, immediately preceding the coming into force of this section, were members of the Board representing the Summerside District, are deemed to be members of the Board referred to in clause (1)(a), each for the remainder of the member’s term or until the member sooner ceases to hold office;
- (c) with respect to the three members who, immediately preceding the coming into force of this section, were members of the Board representing the Charlottetown District,
- (i) two members determined by the Board are deemed to be members of the Board referred to in clause (1)(b), each for the remainder of the member’s term or until the member sooner ceases to hold office, and
- (ii) one member determined by the Board is deemed to be a member of the Board referred to in clause (1)(c) for the remainder of the member’s term or until the member sooner ceases to hold office;

(d) with respect to the two members who, immediately preceding the coming into force of this section, were members of the Board representing the Montague-Souris District,

(i) one member determined by the Board is deemed to be a member of the Board referred to in clause (1)(b) for the remainder of the member's term or until the member sooner ceases to hold office, and

(ii) one member determined by the Board is deemed to be a member of the Board referred to in clause (1)(c) for the remainder of the member's term or until the member sooner ceases to hold office.

6. Section 8 of the regulations is revoked and the following substituted:

8. (1) Where there is a vacancy on the Board for a member of a district, each quota holder residing or located in the district who is listed in the register is entitled to cast one vote in an election held to fill the vacancy. Vacancy, district member

(2) Where there is a vacancy on the Board for a member at large, each quota holder residing or located in the province who is listed in the register is entitled to cast one vote in an election held to fill the vacancy. Vacancy, member at large

7. (1) Subclauses 9(2)(a)(i) and (ii) of the regulations are revoked and the following substituted:

(i) published in at least two daily or weekly newspapers in circulation in the district in which an election is being held or, where an election is being held for a member at large, in the province, or

(ii) mailed to each quota holder who is eligible to vote in the election at the most recent address provided by the quota holder to the Board; and

(2) Section 9 of the regulations is amended by the addition of the following after subsection (2):

(2.1) A nomination to fill a vacancy on the Board shall be made on a nomination form provided by the Board. Nomination

(3) Subsection 9(3) of the regulations is amended

(a) by the revocation of clause (a), and the substitution of the following:

(a) is signed by at least three quota holders who are eligible to vote in the election to fill the vacancy;

(b) in clause (b), by the deletion of the words "is received" and the substitution of the words "is postmarked or received".

(4) Subsection 9(4) of the regulations is revoked.

(5) Subsection 9(7) of the regulations is revoked and the following substituted:

(7) Where only one eligible quota holder is nominated to fill a vacancy, that quota holder shall be deemed elected. Single nominee

8. Subsection 10(1) of the regulations is amended by the addition of the words "or at large" after the word "district".

9. (1) Subsections 11(2) and (6) of the regulations are amended by the deletion of the word "Marketing" wherever it occurs.

(2) Subsection 11(8) of the regulations is revoked and the following substituted:

(8) Where, upon the counting of the votes, two or more candidates for a vacancy on the Board have an equal number of votes and none can be declared the winner, the returning officer shall immediately Resolution of tied vote

(a) write the names of those candidates on separate, identical blank sheets of paper;

(b) fold the sheets of paper in an identical manner so that the names

are concealed;

(c) deposit the sheets of paper in a receptacle and withdraw a sheet to select the candidate to be elected; and

(d) declare the candidate whose name appears on the sheet withdrawn to be elected.

10. (1) Subsection 12 of the regulations is amended by the addition of the following after subsection (1):

(1.1) Notwithstanding subsection (1), at the next election following the coming into force of this subsection, members of the Board may be elected for staggered terms determined by the Board.

Staggered terms

(2) Subsection 12(3) of the regulations is revoked and the following substituted:

(3) Subject to subsection (4), the Council may appoint an eligible quota holder to complete the remainder of the term of a member of the Board whose office has been declared vacant pursuant to subsection (2).

Filling vacancy by appointment

(4) Where the member whose office is declared vacant pursuant to subsection (2) represents a district, the Council shall consult with the district milk committee in that district before making an appointment pursuant to subsection (3).

Consultation with district milk committee

11. Section 14 of the regulations is revoked and the following substituted:

14. (1) Each member of the Board shall act in the best interests of the quota holders in the province.

Duty of members

(2) A member of the Board who is elected to represent a district shall represent all of the quota holders in the district.

Duty of district members

12. Section 20 of the regulations is revoked and the following substituted:

20. (1) The Board shall establish and maintain a district milk committee in each of the Western District and the Eastern District.

District milk committees

(2) A district milk committee shall be composed of six quota holders who reside or are located in the district, of which

Composition of committee

(a) three are elected at the annual meeting of the district; and

(b) three are the members of the Board representing that district.

(3) The Board shall appoint one of the members referred to in clause (2)(b) as the chairperson of the district milk committee and another of the members referred to in clause (2)(b) as the secretary of the district milk committee.

Chairperson, secretary

(4) The members of a district milk committee referred to in clause (2)(a) shall be elected for two-year terms.

Terms of office

(5) Notwithstanding subsections (2) and (4), the initial district milk committee in each of the Western District and the Eastern District shall be composed of six quota holders who reside or are located in the district, of which,

Initial district milk committee

(a) three are appointed by the Board for staggered terms determined by the Board; and

(b) three are the members of the Board representing that district.

(6) For greater certainty, the district milk committees of the West Prince District, the Summerside District, the Charlottetown District and the Montague-Souris District, as they existed prior to the coming into force of this section, are dissolved.

Transitional

20.1 Each district milk committee shall hold

Meetings

(a) an annual meeting of the quota holders in the district, during the month of March in each year; and

(b) at least two general meetings of the quota holders in the district in each year.

13. Subsections 23(1) and (3) of the regulations are amended by the deletion of the word “Marketing”.

14. The Schedule to the regulations is revoked and the Schedule as set out in the Schedule to these regulations is substituted.

15. These regulations come into force on October 26, 2019.

SCHEDULE

SCHEDULE

Western District:

Shall be bounded as follows: commencing at the intersection of Stanley River (Stanley Bridge) and Route # 6; thence eastwardly along said route to Rattenbury Road (Route # 254); thence southwardly along said road to Route # 2; thence eastwardly along said route to Inkerman Road (Route # 231); thence southwardly along said road to Route # 13; thence westwardly along said route to Westmoreland River; thence southwardly along said river and Victoria Harbour to Northumberland Strait; thence westwardly along said strait and Bedeque Bay to Egmont Bay; thence northwardly along said bay and Northumberland Strait to the Gulf of St. Lawrence at North Point; thence following the gulf southwardly and eastwardly to New London bay; thence southwardly along said bay and the Stanley River to the point of commencement.

Eastern District:

Shall be bounded as follows: commencing on New London Bay at the intersection of Stanley River (Stanley Bridge) and Route # 6; thence northwardly along said river and New London Bay to the Gulf of St. Lawrence; thence eastwardly along the said gulf to the Northumberland Strait at East Point; thence southwardly and westward along said strait to Victoria Harbour; thence northwardly along said harbour and Westmoreland River to Route # 13; thence eastwardly along said route to Inkerman Road (Route # 231); thence northwardly along said road to Route # 2; thence westwardly along said route to Rattenbury Road (Route # 254); thence northwardly along said road to Route # 6; thence westwardly along said road to the intersection of Route # 6 and Stanley River (Stanley Bridge) to the point of commencement.

EXPLANATORY NOTES

SECTION 1 defines terms used in these regulations and removes references to the *Dairy Industry Act* and its regulations, which are no longer in force.

SECTION 2 revokes a provision that is spent.

SECTION 3 removes references to the “Marketing Council”, and replaces it with “Council”, as defined in the Act.

SECTION 4 amends the composition of the Promotion Committee from four Board members to two Board members and at least two district milk committee members who are not Board members.

SECTION 5 amends the composition of the Board to three quota holders from the Western District, three quota holders from the Eastern District and three quota holders elected at large. It also provides for the transition of existing board members.

SECTION 6 sets out who is eligible to vote where there is a vacancy on the Board of a member of a district or a member at large.

SECTION 7 updates the election notice requirements to reflect the election of members from the new districts and members at large. It also makes minor amendments to the nomination process and provides that where only one eligible quota holder is nominated to fill a vacancy, that quota holder shall be deemed to be elected.

SECTION 8 adds a reference to a vacancy at large.

SECTION 9 removes a reference to the “Marketing Council”, and replaces it with “Council”, as defined in the Act. It also provides a new process for dealing with a tie in votes.

SECTION 10 provides for the Council to fill a vacancy by appointment for the remainder of a term.

SECTION 11 sets out the duty of Board members to act in the best interests of the quota holders in the province and to represent the quota holders in the district from which they were elected, if applicable.

SECTION 12 provides for the establishment of district milk committees in the Western District and Eastern District and sets out requirements for meetings.

SECTION 13 removes a reference to the “Marketing Council”, and replaces it with “Council”, as defined in the Act.

SECTION 14 revokes the existing schedule to the regulations and substitutes a new schedule that sets out the boundaries of the Western District and Eastern District.

SECTION 15 provides for the commencement of these regulations.

EC2019-709

ERIC DONOVAN ACT (AN ACT TO AMEND THE OCCUPATIONAL HEALTH AND SAFETY ACT) DECLARATION RE

Under authority of section 9 of *Eric Donovan Act (An Act to Amend the Occupational Health and Safety Act)* Stats. P.E.I. 2018, c. 45 Council ordered that a Proclamation do issue proclaiming the said "Eric Donovan Act (An Act to Amend the Occupational Health and Safety Act)" to come into force effective July 1, 2020.

EC2019-710

OCCUPATIONAL HEALTH AND SAFETY ACT WORKPLACE HARASSMENT REGULATIONS

Pursuant to section 46 of the *Occupational Health and Safety Act* R.S.P.E.I. 1988, Cap. O-1.01, Council made the following regulations:

PART 1 - INTERPRETATION AND APPLICATION

1. In these regulations,

- (a) “Act” means the *Occupational Health and Safety Act* R.S.P.E.I. Act 1988, Cap. O-1.01;
- (b) “harassment” means any inappropriate conduct, comment, display, action or gesture or any bullying that the person responsible for the conduct, comment, display, action or gesture or the bullying knows, or ought reasonably to know, could have a harmful effect on a worker’s psychological or physical health or safety, and includes
 - (i) conduct that is based on any personal characteristic such as, but not limited to, race, creed, religion, colour, sex, sexual orientation, marital status, family status, disability, physical size

or weight, age, nationality, ancestry or place of origin, gender identity or pregnancy, and

(ii) inappropriate sexual conduct that is known, or ought reasonably to be known, to the person responsible for the conduct to be unwelcome, including, but not limited to, sexual solicitations or advances, sexually suggestive remarks, jokes or gestures, circulating or sharing inappropriate images, or unwanted physical contact.

2. (1) For greater certainty, harassment as defined in clause 1(b) includes both Single and repeated occurrences

(a) repeated inappropriate conduct, comments, displays, actions or gestures or incidents of bullying that have a harmful effect on the worker's psychological or physical health or safety; and

(b) a single occurrence of inappropriate conduct, comment, display, action or gesture or bullying that has a harmful effect on the worker's psychological or physical health or safety.

(2) A reasonable action taken by an employer or supervisor relating to the management and direction of the workers or of the workplace is not workplace harassment. Exception

PART 2 - RESPONSIBILITIES OF WORKERS AND EMPLOYERS

3. (1) A worker shall keep the details of a harassment complaint confidential unless, and to the extent that, disclosure is necessary in order to report the incident of harassment or to cooperate in the investigation of the complaint in accordance with subsection (2). Confidentiality

(2) A worker shall cooperate in the investigation of a harassment complaint in the workplace. Worker responsibilities

4. (1) An employer shall, in consultation with the committee or representative, if any, develop and implement a written policy to prevent and investigate harassment in the workplace that includes Employer responsibilities

(a) a definition of harassment that is consistent with clause 1(b) of these regulations;

(b) a statement that every worker is entitled to work free of harassment;

(c) a commitment that the employer shall ensure, as far as is reasonably practicable, that no worker will be subjected to harassment in the workplace;

(d) a commitment that the employer shall take corrective action respecting any person under the employer's direction who subjects a worker to harassment;

(e) information or procedures about

(i) how to make a harassment complaint to the employer or supervisor,

(ii) how to make a harassment complaint to a person other than the employer or supervisor, if the employer or supervisor is a subject of the complaint,

(iii) how a harassment complaint will be investigated, and

(iv) how the complainant and subject of the complaint will be informed of the results of the investigation and any corrective action that has been or will be taken as a result;

(f) a statement that the employer shall not disclose any identifying information about any person involved or the circumstances relating to the complaint to any person unless disclosure is

(i) necessary for the purposes of investigating the complaint or taking corrective action with respect to the complaint, or

(ii) permitted by law;

(g) a statement that the employer's harassment policy is not intended to discourage, prevent, or preclude a complainant from exercising other legal rights pursuant to any other law;

(h) a statement that the employer's harassment policy does not preclude a worker from filing a complaint under the *Human Rights Act R.S.P.E.I. 1988, Cap. H-12*; and

(i) a statement that the employer shall not reprimand, seek reprisal or discriminate against a worker who has made a workplace harassment complaint in good faith.

(2) In order to ensure that an investigation appropriate to the circumstances will be conducted into a complaint of harassment in the workplace, an employer may refer the investigation to an impartial person within or outside the workplace who

Referral to impartial person

- (a) is not directly involved in the incident or the complaint;
- (b) is not directly under the control of the person who is the subject of the complaint or otherwise in a conflict of interest; and
- (c) has knowledge of the workplace harassment provisions of the Act and these regulations and other applicable laws.

(3) An employer shall make a copy of the harassment policy readily available to workers.

Policy shall be made available

5. An employer who knows or ought reasonably to know that harassment in the workplace is occurring shall ensure that

Duty of employer

- (a) the source of the harassment is identified and the harassment stopped; and
- (b) reasonable steps are taken to remedy the effects of the harassment and to prevent or minimize future incidents of harassment.

PART 3 - INVESTIGATION

6. An employer shall ensure that an investigation appropriate to the circumstances is conducted into a complaint of harassment in the workplace.

Duty of employer - investigation

7. (1) Where an officer has reason to believe that

Officer's powers respecting workplace harassment

- (a) an employer has not established a written policy on workplace harassment that meets the requirements of section 4;
- (b) an employer has established a harassment policy that is inconsistent with the requirements of the Act or these regulations;
- (c) the employer has failed to follow the harassment policy in responding to a complaint of workplace harassment;
- (d) the employer has failed to take reasonable steps to resolve a complaint of workplace harassment; or
- (e) the employer has contravened a provision of the Act or these regulations with respect to the prevention or investigation of workplace harassment,

the officer may issue an order to the employer in accordance with section 8 of the Act.

(2) In addition to an officer's authority under the Act, the officer may issue an order requiring the employer to cause the investigation of a harassment complaint to be conducted by an impartial person possessing the knowledge, experience or other qualifications acceptable to the officer, at the employer's expense.

Order for investigation by impartial person

8. At the close of an investigation referred to an impartial person by an employer pursuant to subsection 4(2), or ordered by an officer under subsection 7(2), the impartial person

Recommendation by impartial person

- (a) shall make a determination as to whether workplace harassment occurred; and
- (b) may make recommendations to the employer regarding corrective action.

9. (1) After consideration of any recommendations made by the impartial person pursuant to clause 8(b), it is the employer's responsibility

Determination by employer

- (a) to determine the corrective action that is required in the circumstances; and
- (b) implement that corrective action in accordance with clause 5(b).

(2) Notwithstanding subsection (1), where a determination has been made that harassment occurred in the workplace, and the employer has failed to determine the required corrective action or to take the necessary steps to implement the corrective action, an officer may order the employer to take the steps the officer considers necessary to remedy the harassment and prevent further occurrences.

Authority of officer

10. These regulations come into force on July 1, 2020.

Commencement

EXPLANATORY NOTES

SECTION 1 establishes definitions to be used in the regulations.

SECTION 2 clarifies the application of the term “harassment”.

SECTION 3 requires workers to cooperate in the investigation of a complaint of workplace harassment and to keep the details of the investigation confidential.

SECTION 4 specifies the content of the written policy to prevent harassment in the workplace that an employer is required to develop and implement.

SECTION 5 establishes the duty of an employer who knows or ought reasonably to know that harassment is occurring in the workplace.

SECTION 6 requires an employer to ensure that a complaint of harassment in the workplace is investigated in a manner appropriate to the circumstances.

SECTION 7 authorizes an officer to issue an order to an employer in respect of the specified matters related to workplace harassment.

SECTION 8 requires an impartial person who has made an investigation to make a determination as to whether harassment has occurred and authorizes the person to make recommendations for corrective action to the employer.

SECTION 9 provides that it is the employer’s responsibility to consider any recommendation made by the impartial person, to determine the corrective action to be taken and to implement it.

SECTION 10 provides for the commencement of the regulations.