

Subject: Office of the Auditor General (OAG) – Audit of the Prevention of Workplace Violence and Harassment

File Number: ACS2023-OAG-BVG-0008

**Report to Audit Committee on 22 September 2023
and Council 27 September 2023**

Submitted on September 13, 2023 by Nathalie Gougeon, Auditor General

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Ward: Citywide

Objet : Bureau de la vérificatrice générale (BVG) – La Vérification de la prévention de la violence et du harcèlement au travail

Numéro de dossier : ACS2023-OAG-BVG-0008

Rapport présenté au Comité de la vérification

Rapport soumis le 22 septembre 2023

et au Conseil le 27 septembre 2023

Soumis le 2023-09-13 par Nathalie Gougeon, vérificatrice générale

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Quartier : À l'échelle de la ville

REPORT RECOMMENDATION(S)

That the Audit Committee receive the audit report and recommend that Council consider and approve the recommendations.

RECOMMANDATION(S) DU RAPPORT

Que le Comité de la vérification reçoive le rapport de vérification et recommande au Conseil d'examiner les recommandations, à des fins d'approbation.

BACKGROUND

The Audit of the Prevention of Workplace Violence and Harassment was included in the OAG's 2021 Interim Audit Work Plan (ACS 2021-OAG-BVG-003) approved by Council on May 21, 2021.

DISCUSSION

In accordance with the Governance report approved by Council on December 7, 2022, the Audit of the Prevention of Workplace Violence and Harassment is being tabled with the Audit Committee. The report will then be referred to Council for approval of the audit recommendations.

Details of the audit objective, scope, findings, recommendations, and management action plans can be found in the audit report (Document 1).

In addition to the detailed audit report, we have developed a one-page summary of key highlights from our audit (Document 2).

FINANCIAL IMPLICATIONS

Financial implications will be considered following the staff's review of the internal investigator model and the assessment of the resourcing needs.

LEGAL IMPLICATIONS

There are no legal implications associated with this report.

COMMENTS BY THE WARD COUNCILLOR(S)

This is a city-wide issue.

CONSULTATION

As this is considered an internal administrative matter, no public consultation was undertaken.

ACCESSIBILITY IMPACTS

There are no accessibility impacts associated with this report.

RISK MANAGEMENT IMPLICATIONS

There are no risk management implications associated with this report.

TERM OF COUNCIL PRIORITIES

This report supports the Term of Council Priority related to Thriving Workforce.

SUPPORTING DOCUMENTATION

Document 1 – OAG: Audit of the Prevention of Workplace Violence and Harassment

Document 1 – BVG: La Vérification de la prévention de la violence et du harcèlement au travail

Document 2 – OAG : Audit of the Prevention of Workplace Violence and Harassment - Audit Highlights

Document 2 – BVG: Faits saillants tirés de la vérification de la prévention de la violence et du harcèlement au travail

DISPOSITION

The Office of the Auditor General will proceed according to the direction of the Audit Committee and Council in considering this report.