

	<b>WORKPLACE HARASSMENT POLICY STATEMENT</b>	<b>HSE Policy No.:</b>	<b>HSE-P-H0</b>
		<b>Original Release:</b>	<b>June, 2010.</b>
		<b>Revision No.:</b>	<b>Original</b>
		<b>Revision Date:</b>	<b>0</b>
		<b>Approval:</b>	<b>Kevin Laforet President, Windsor Casino Limited</b>

Windsor Casino Limited is committed to providing a workplace free from harassment and is prepared to take all reasonable precautions to protect our employees from workplace harassment from all sources.

Workplace Harassment is defined as;

- Engaging in a course of vexatious comment or conduct against a worker that is known or ought reasonably to be known to be unwelcome;

This policy applies to all employees of Windsor Casino Limited and includes, but is not limited to:

- Forms of discrimination as set out in the Ontario Human Rights Code, related to a "prohibited ground";
- Sexual solicitation or advances, unwelcome remarks, intimidating or offensive jokes or innuendos, display or circulation of offensive materials, taunting or bullying.

Workplace Harassment is unacceptable from anyone and this policy addresses all sources of harassment including by employees, patrons, suppliers and/or contractors of Windsor Casino Limited that occur in the workplace or arise from the working relationship.

Workplace Harassment does not include properly discharged supervisory responsibilities.

Our Workplace Harassment program includes measures and procedures to protect employees from workplace harassment, a process for employees to report incidents of harassment and an investigation and resolution process. Windsor Casino Limited will ensure our employees and management team are provided with the appropriate information and instruction to protect them from harassment in the workplace.

Supervisors will adhere to this policy and the supporting program. Supervisors are responsible for ensuring that measures and procedures are followed by employees and that employees have the information that they need to protect themselves.

Every employee must work in compliance with this policy and the supporting program. All employees are encouraged to raise any concerns about workplace harassment and to report any incidents of workplace harassment to their Supervisor or a member of Management.

The Management of Windsor Casino Limited pledges to investigate and deal with all incidents and complaints of workplace harassment in a timely and objective manner, respecting the privacy of all concerned to the extent possible.

The Workplace Harassment policy in no way precludes an employee's right to seek action under the Ontario Human Rights Code.

Windsor Casino Limited is committed to conducting an annual review of the Workplace Harassment Policy.

  
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**Kevin Laforet**  
**President, Windsor Casino Limited**

Date: \_\_\_\_\_

*5/2/13*  
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