

OHS Case ID: **4224FGHWQGL**

Field Visit no: **4224FGHWQGL-4224-FV001**

Visit Date: **2026-MAR-26**

Field Visit Type: **INITIAL**

Workplace Identification:

**FLEMING COLLEGE: SUTHERLAND CAMPUS
599 BREALEY DRIVE, PETERBOROUGH, ON CA K9J 7B1**

Notice ID:

Telephone:
(705) 749-5530

JHSC Status:
Active

Work Force #:
500

Completed %:

Persons Contacted: **Theresa Knott - Interim President; Jacqueline King - Levitt LLP, College Council; Julie Ferrari, Chief of Staff**

Visit Purpose: **To determine compliance with the Occupational Health and Safety Act and associated regulations.**

Visit Location: **Conducted Via Video Conference**

Visit Summary: **Complaint Investigation - No Orders Issued**

Detailed Narrative:

A field visit was conducted via video conference with the employer to follow-up on a complaint received by the MLTSD, as follows:

COMPLAINT DETAILS:

1. The employer has not provided information regarding any corrective action taken in regards to a workplace harassment investigation in September 2025.

2. The employer may not have a current workplace violence and harassment policy and associated program in place.

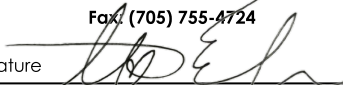
INVESTIGATION FINDINGS:

A video conference was conducted with members of the workplace. The employer advised they are aware of the specific workplace harassment incident which the complainant is referencing. The employer acknowledged they will address any previous information as to the specific workplace harassment investigation which may have been conducted by a third-party agency, on behalf of the employer.

The employer committed to following up with this Inspector regarding their findings into the third-party investigation.

The employer is also requested to provide a copy of their current Workplace Violence and Harassment policies and associated programs to this Inspector.

No Orders issued - investigation ongoing.

Recipient	Inspector Data	Worker Representative
Name _____	STEVE ELFORD	Name _____
Title _____	O.H.S.A. & B.O.S.T.A. INSPECTOR PROVINCIAL OFFENCES OFFICER 300 Water St 3rd Flr, Peterborough ON K9J 8M5 HSPeterboroughDistrict@ontario.ca Tel: (705) 991-4943 Fax: (705) 755-4724	Title _____
Signature _____	Signature 	Signature _____

You are required under the Occupational Health and Safety Act to post a copy of this report in a conspicuous place at the workplace and provide a copy to the health and safety representative or the joint health and safety committee if any. Failure to comply with an order, decision or requirement of an inspector is an offence under Section 66 of the Occupational Health and Safety Act. You have the right to appeal any order or decision within 30 days of the date of the order issued and to request suspension of the order or decision by filing your appeal and request in writing on the appropriate forms with the Ontario Labour Relations Board, 505 University Ave., 2nd Floor, Toronto, Ontario M5G 2P1. You may also contact the Board by phone at (416) 326-7500 or 1-877-339-3335 (toll free), mail or by website at <http://www.olrb.gov.on.ca/> for more information.

The Government of Ontario wants to hear from you. You can provide feedback on this visit at 1-888-745-8888