

RAINY RIVER RESOURCES LTD. WORKPLACE VIOLENCE AND HARASSMENT POLICY

POLICY OVERVIEW

It is the goal of Rainy River Resources Inc. (the “Company”) to provide a safe, productive and secure work environment for all Company employees and those doing business with the Company. The Company strictly prohibits workplace violence, threats of violence, intimidation or harassment in any form.

The Company has designed this policy to foster a work environment of respect and healthy conflict resolution. The Company promotes workplace environments in which its employees and customers are free to communicate concerns or questions directly or constructively to management and Human Resources.

This policy applies to all of the Company’s contractors, employees, whether full-time, part-time or contract. Everyone is expected to uphold this policy and to work together to prevent workplace violence and harassment. 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.

This policy applies not only during working time, but to any activities on or off of Company premises which could reasonably be associated with the workplace (e.g. social events).

This policy will be reviewed on an annual basis to ensure that it conforms with any changes to the Occupational Health and Safety Act, Code and Regulations and that it continues to address the needs of the firm regarding workplace violence and harassment. As per Section 32.0.1 of the Occupational Health and Safety Act, this policy must be posted at a conspicuous place in the workplace. Therefore, this policy will be posted on all bulletin boards and in lunchrooms

DEFINITIONS

Workplace Violence is:

- (a) the exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker;
- (b) an attempt to exercise physical force against a worker, in a workplace, that could cause physical injury to the worker;
- (c) a statement or behaviour that is reasonable to interpret as a threat to exercise physical force against the worker, in a workplace, that could cause physical injury to the worker.

Examples of workplace violence include, but are not limited to:

- threatening behaviour such as shaking fists, destroying property or throwing objects;
- verbal or written threats that express an intent to inflict harm;

- physical attacks;
- any other act that would arouse fear in a reasonable person in the circumstances.

Workplace Harassment is:

- (a) engaging in a course of vexatious comment or conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome. It may include unwelcome, unwanted, offensive, or objectionable conduct that may have the effect of creating an intimidating, hostile or offensive work environment; interfering with an individual's work performance; adversely affecting an individual's employment relationship; and/or denying an individual dignity and respect. Such actions are not tolerated and, where possible, are to be redressed.

Workplace Harassment does not include employment-related decisions or actions including a change in the work to be performed or working conditions, discipline, workplace investigations, or termination of employment.

DOMESTIC VIOLENCE

As per Section 32.0.4 of the Occupational Health and Safety Act, if an employer becomes aware, or ought reasonably to be aware, that domestic violence that would likely expose a worker to physical injury may occur in the workplace, the employer must take every precaution reasonable in the circumstances for the protection of the worker. Employees are encouraged to inform the Company of circumstances, including the identity of any individual that may create a risk of workplace violence. The Company will maintain the confidentiality of this information unless such information is determined by the Company to be required to be released in order to prevent the risk of workplace violence, in accordance with Section 32.05(3) of Occupational Health and Safety Act.

Employees experiencing violence within their domestic relationships, workplace or community are also encouraged to access the Employee Assistance Program to assist with appropriate counseling services, if necessary.

COMPLAINT INVESTIGATION PROCESS

An employee may refuse to work where they have real reason to believe they are in danger of being a victim of workplace violence. Such circumstances will be investigated and the reasonableness of such refusal will be assessed accordingly.

If the threat of violence is imminent an employee should immediately call 911.

Employees who believe they are victims of workplace violence or harassment, or become aware of situations where such conduct may be occurring, are required to report these matters as soon as possible to their immediate supervisor or to Human Resources. Employees may ask for support from a member of management to communicate their objections to the incident and/or to prepare and submit a formal complaint if they choose.

To file a formal complaint:

1. Provide a letter of complaint that contains a brief account of the offensive incident (i.e. when it occurred, the persons involved, names of witnesses, if any).
2. File the complaint with the employee's immediate supervisor or with Human Resources as soon after the incident as possible
3. Cooperate with those responsible for investigating the complaint.

The Company investigates all complaints thoroughly, conscientiously and expeditiously, respecting the privacy of all concerned to the extent possible. The investigation process will be fact-based, fair and impartial. The investigation will involve interviews of the complainant, the respondent and any witnesses named by either. The investigator will prepare a written report of the investigation's findings, and forward that report to the Company. A decision will be made whether to dismiss or act upon the report from the investigator and advise the complainant and respondent in writing of the outcome.

All persons involved in the processing of a complaint will ensure that the complainant is neither penalized nor subjected to any prejudicial treatment as a result of making the complaint. Disciplinary action will be taken against any person who takes any reprisal against a person who reports workplace violence or harassment.

A person who submits a complaint in good faith, even where the complaint cannot be proven, has not violated the policy.

If an investigation results in a finding that the complainant falsely accused the respondent of workplace violence knowingly or in a malicious manner, the complainant will be subject to appropriate sanctions, including the possibility of termination with or without just cause. Such action is considered a violation of the policy, and the investigation results and any sanctions will be recorded in the firm's personnel records relating to the complainant. Note that an unproven allegation does not mean that violence or harassment did not occur or that there was a deliberately false allegation. It simply means that there is insufficient evidentiary basis to proceed or that while the complainant may have genuinely had reason to believe that there was violence or harassment, the investigation has not borne out the complaint.

Disciplinary action for violations of this policy will take into consideration the nature and impact of the violations, and may include termination of employment, with or without just cause.

No record of the complaint will be maintained on the personnel file of the complainant. If there is a finding of improper conduct that results in disciplinary action, it will be reflected only on the file of the person who engaged in such conduct.

The documents corresponding to the investigation will be kept on file in a secured location, separate from the respondent's personnel files for at least two years from the date of the incident to be readily available for inspection by anyone directly affected by the incident, or an Occupational Health and Safety Officer. The investigation report should be kept in a secured location for longer than two years when it is reasonable to do so in the circumstances.

SECURING THE WORKPLACE

The Company is continually assessing its workplace to provide a secure work environment. We are committed to maintaining a safe workplace and to implement security measures where appropriate.

Security in the workplace is the responsibility of all employees who work at the Company. This policy should remind employees of certain precautions to facilitate a safe work environment. In particular:

- Employees must ensure that only authorized personnel enter our facilities.
- Guests attending the workplace should be authorized and staff should accompany them as they enter and leave the premises.
- Don't be shy about asking strangers for identification or whom they are visiting.
- Immediately report incidents of violence or threats of violence to you or your colleagues, from or by fellow co-workers or from threats of potential domestic violence crossing over into the workplace.

Approved by the Board of Directors on May 10, 2011.