

Bullying/Harassment/Sexual Harassment In the Workplace

Policy 4050

June 20, 2006

Revised Date: May 26, 2015

The Board of Education recognizes the right of all employees and students to work and learn in an environment free from bullying/harassment/sexual harassment. Bullying and/or harassment is not acceptable or tolerated in the workplace. Members of the school community (Trustees, employees, students, parents and public or others authorized to be on the premises) shall respect the rights of all to work/learn in an environment free from bullying, harassment, and discrimination.

For purposes of this policy, “bullying/harassment/sexual harassment”:

- a) Includes any inappropriate conduct or comment by a person towards a worker/student that the person knew or reasonably ought to have known would cause that worker/student to be humiliated or intimidated, but
- b) Excludes any reasonable action taken by an employee, employer, or supervisor relating to the management and direction of students/workers.

Examples of conduct or comments that might constitute bullying/harassment/sexual harassment include verbal aggression or insults, calling someone derogatory names, harmful hazing or initiation practices, vandalizing personal belongings, and spreading malicious rumors. This policy also applies to interpersonal and electronic communications, such as email and texts.

Guidelines

This policy must be reviewed annually with staff at a staff meeting in September and referred to in the September edition of the school newsletter. This policy should be reviewed with staff throughout the school year.

The promotion of an environment free from bullying/harassment/sexual harassment will be promoted through the development, integration, and implementation of educational programs, activities, and learning resources for both staff and students.

All members of the school community, in the carrying out of their duties, shall not engage in bullying/harassment but treat others with respect, dignity, and consideration.

Members of the school community shall ensure that their verbal and written communication with other members is respectful and supportive of a productive and safe environment.

All members of the school community are encouraged to resolve issues of bullying and harassment at the lowest level. If individuals are unable to resolve an issue at the lowest level an informal resolution can be achieved through discussions between the parties with possible assistance from colleagues. More formal outlines for resolution processes can be referenced in the Collective Agreements, or through WorkSafe BC.

If bullying/harassment/sexual harassment is observed or experienced, it can be reported through the use of the workplace bullying and harassment complaint form for employees and through the school's bullying/harassment protocol for students. Students are also encouraged to use the ERASE reporting tool on the District Webpage for anonymous reporting.