



The Board recognizes the right of all employees in its facilities to work in safe, caring, and respectful workplace which is supportive of the fair treatment of all individuals involved within the school communities and is conducive to relationships based on mutual respect, cooperation, and understanding. A safe, caring, and respectful workplace is an environment free of behaviors including, but not necessarily limited to:

- Violence
- Harassment
- Bullying
- Vandalism
- Unethical behaviour that undermine trust relationships in school and work settings
- Behaviours that contravene the Human Rights Code
- Behaviours considered inappropriate in a school or school-based workplace

The Board is committed to providing a safe work environment free of harassment and violence for all of its employees and volunteers. The Division will promote positive learning/working relationships through educational program and supports.

The Board shall ensure, so far as is reasonably practicable, that no employee is subjected to disrespectful behaviour. All employees have an obligation to intervene in situations where disrespectful behaviour is directly observed or overheard and are encouraged to report incidents in accordance respectful schools and workplace administrative procedures.

The Superintendent/CEO shall ensure that a full and complete investigation of all complaints occur, and if necessary, take appropriate corrective actions in all cases where respectful workplace complaints are substantiated upon investigation