

BULLYING AND HARASSMENT

Background

The District is dedicated to ensuring that employees are able to work in a safe environment, without fear of bullying or harassment.

Definition

The definition of bullying and harassment according to WorkSafeBC's policies is as follows:

"Bullying and harassment includes and inappropriate conduct or comment by a person towards a worker that the person knew or reasonably ought to have known would cause that worker to be humiliated or intimidated but, excludes any reasonable action taken by an employer or supervisor relating to the management and direction of workers or the place of employment."

Procedures

1. The District will not tolerate, and is committed to preventing any instance of bullying and harassment in the workplace. This will be supported by annual training.
2. All employees share in the responsibility to ensure that the work environment is safe and welcoming. Employees are responsible for reporting any instances of bullying or harassment, whether they were the target, or they were witness to the bullying or harassment. All employees making a complaint of bullying or harassment in good faith can do so without fear of retaliation or reprisal.

*Reference: Sections 20, 22, 65, 85, 177 School Act
Human Rights Act
Workers' Compensation Act
Occupational Health and Safety Regulation*

SD No. 40 (New Westminster)

Adopted: May 30, 2017

Modification to this document is not permitted without prior written consent from SD No. 40 (New Westminster)