

Approved: November 26, 2002
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Amended: April 30, 2019

402.8.1 Harassment , Discrimination, and Violence Prevention

In the Workplace

Policy

The Board believes that acts of harassment, sexual harassment, discrimination, and violence are unacceptable and will not be tolerated. The Board commits to outlining the processes for reporting incidents and/or lodging a complaint of harassment, sexual harassment, discrimination, and/or violence, and to investigating such incidents.

Regulations

1. The Division is committed to a culture of respect and trust in support of student learning.
2. The Division supports the prevention of harassment, sexual harassment, discrimination, and violence, and promotes an abuse-free environment in which all people respect one another and work together to achieve common goals.
3. Harassment, sexual harassment, discrimination, or violence by any employee, parent, or volunteer against an employee, parent, volunteer, or student is strictly prohibited, will not be tolerated, and is expected to be reported according to procedure 402.8.1.
4. Investigations regarding incidents will occur in an objective and timely manner. See procedure 402.8.1.
5. Harassment and Violence Prevention Plans will be readily available to workers at the work site.

The Board delegates to the Superintendent the authority to develop the procedures necessary to implement this policy.

References

Alberta School Act:	Sections 12, 16.2, 45.1(1), 105, 106, 107
Other Statutes:	Alberta Labour Relations Code, Employment Standards Code, Canadian Charter of Rights and Freedoms – Section 15, Alberta Human Rights Citizenship and Multiculturalism Act,



LETHBRIDGE SCHOOL DIVISION

Division Policies:

Occupational Health and Safety Code
400.1 Welcoming, Caring, Respectful and Safe Work
Environments; 502.1 Welcoming, Caring, Respectful, and Safe
Learning Environments

Other:

ATA Code of Conduct

Policy