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 District is committed to a culture of respect and trust in support of student learning.
2. The District 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
LETHBRIDGE SCHOOL DISTRICT NO. 51

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

Other:
  ATA Code of Conduct