



POLICY 10050

WORKPLACE BULLYING AND HARASSMENT

POLICY:

The Board of Education requires that all School District No. 6 employees are treated in a fair and respectful manner in the workplace. Bullying and harassment is not acceptable and will not be tolerated.

DEFINITION:

Bullying and harassment:

- a) includes any 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
- b) excludes any reasonable action taken by an employer or supervisor relating to the management and direction of workers or the place of employment.

Examples:

Not every unpleasant interaction, or workplace conflict, is bullying and harassment. Examples of conduct or comments that might be bullying and harassment include:

- a) verbal aggression or insults;
- b) calling someone derogatory names;
- c) harmful hazing or initiation practices;
- d) vandalizing personal belongings; and,
- e) spreading malicious rumours.

Other, more subtle behaviours, such as patterns of targeted social isolation, might also be considered bullying and harassment if they are humiliating or intimidating and fit the definition set out in this Policy and the Occupational Health and Safety Regulations.

Application:

This policy applies to all employees, including permanent, temporary, casual, contract and student workers. It applies to interpersonal and electronic communications, such as email, texting, social media, etc.

DISTRICT PRACTICE 10050: WORKPLACE BULLYING AND HARASSMENT
FORM 10050.1: WORKPLACE BULLYING AND HARASSMENT REPORT
FORM 10050.2: WORKPLACE BULLYING AND HARASSMENT INVESTIGATION<INSERT HYPERLINK>

Resources: HARASSMENT COMPLAINT REMEDY FLOWCHART

ADOPTED: January 14, 2014

Amended: November 8, 2016; February 13, 2018; April 14, 2020



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Annual Review:

This Policy will be reviewed every year. All employees will be provided with a copy.

Legal Reference: *OHS Policy D3-115-2, D3-116-1, D3-117-2*

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