

Policy: WORKPLACE HARASSMENT**Effective: June 14, 2010**Policy Statement:

The Superior North Catholic District School Board is committed to providing a safe, supportive and professional work environment in which all individuals are treated with respect and dignity. The Board believes that workplace harassment is not within the ethical and moral standards expected from those who uphold the ideals of a Catholic educational community.

Workplace harassment will not be tolerated from any person in the workplace. Everyone in the workplace must be dedicated to preventing workplace harassment. Managers, supervisors and workers are expected to uphold this policy and will be held accountable by the Board.

Workplace Harassment means: Engaging in a course of an offensive comment or conduct against a worker in a workplace and that such comment or conduct is known, or ought reasonably to be known, to be unwelcome.

Harassment may relate to a form of discrimination as set out in the Ontario Human Rights Code, but it is not limited to these conditions:

“Every person who is an employee has the right to freedom from harassment in the workplace by the employer or agent of the employer, or by another employee because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, age, record of offences, marital status, family status or handicap.” Section 5(2), 1981

“Every person who is an employee has a right to freedom from harassment in the workplace because of sex by his or her employer or agent of the employer or by another employee.”Section 7(2), 1981

This policy is not intended to limit or constrain the reasonable exercise of supervisory functions in the workplace. Managing and/or coaching that includes counselling, performance appraisal, work assignment and the implementation of disciplinary actions, is not a form of personal harassment and the policy does not restrict a manager's/ supervisor's responsibilities in these areas.

It is the policy of the Board that workplace harassment, as a serious infringement of the rights of employees, is prohibited. All harassment complaints will be dealt with as expediently, judiciously and confidentially as possible, by following the procedures and timelines described in the Administrative Regulations.

Nothing in this policy prevents or discourages a worker from filing an application with the Human Rights Tribunal of Ontario on a matter related to Ontario's Human Rights Code within one year of the last alleged incident. A worker also retains the right to exercise any other legal avenues that may be available.