



Policy: Employee Conflict Management

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1.0 Policy Statement

- 1.1 The Superior North Catholic District School Board believes any conflict arising among Board employees should be resolved in consistency with the Board's well-being strategy, Catholic values, dignity and respect of individuals involved. Employees have the benefit to a transparent process of resolving conflicts in the workplace. When the conflict is a harassment complaint, Policy [ES 315](#) and Administrative Procedure [AP-ES 315](#) Workplace Harassment will be adhered to.

2.0 Definition

- 2.1 **Conflict management** is the ability to be able to identify and handle conflicts sensibly, fairly, and efficiently

References

- Ontario College of Teachers Act, 1996, S.O. 1996, c. 12
- Safe Schools Act, 2000, SO 2000, c. 12 - Bill 81 - Ontario.ca
- Education Act, RSO 1990, c. E.2 - Ontario.ca

- Employment Standards Act, 2000
- Good Governance: A Guide for Trustees and School Boards

Approval and Review Dates

Prior Date Approved: June, 2017

Policy Review Date: January 13, 2021

Next Review Date: January, 2026

Reviewed by: Policy Committee, Executive Council