



POLICY

The Hanover School Division Board of Trustees believes in providing a safe and respectful work and learning environment for all students, staff, contractors, vendors, and the general public so far as reasonably practicable. No one, whether a supervisor/manager, a staff member, a student, a contractor, a vendor or any member of the general public should be subjected to discrimination, harassment, sexual harassment, personal harassment, bullying (including cyberbullying), disrespectful or violent behaviour, for any reason, at any time; no one has the right to discriminate against, harass, bully, show disrespect or violence towards anyone else, at work/school or in any related situation.

Usually, harassment can be distinguished from normal, mutually acceptable socializing. It is important to remember that it is the perception of the receiver of the potentially offensive message, be it spoken, a gesture, a picture or some other form of communication which may be deemed objectionable or unwelcome that determines whether something is acceptable or not.

The policy applies to all staff and students of Hanover School Division including persons employed or contracted by Hanover School Division. The policy also applies to:

- Any location where the business of Hanover School Division is being carried out, and
- Other locations and situations such as during business travel, attendance at conferences and trade shows, work-related social gatherings or other locations where the prohibited behaviour may have a subsequent impact on the work relationship, environment or performance.

In Hanover School Division, diversity, justice and equality are deeply valued. We strive to promote them in every aspect of life and work. Hanover School Division will not tolerate or condone any type of behaviour which contravenes this policy and will take the necessary and appropriate action to address situations that occur which are a breach of this policy. A serious infraction which warrants disciplinary action may be considered grounds for suspension or dismissal.

It is the responsibility of every staff member to conduct him/herself in a manner consistent with this policy. A student, employee or member of the school community, who believes she/he is being harassed by a person in a position of authority, or by a co-worker, or by any other person affiliated with the school division, should report the incident immediately to a teacher (if a student), principal or a supervisor.

Legal References: (Education Administration Act - MR 468/88)
(Public Schools Act - 58.6, Education Administration Act - MR 77/05)

Additional Information:

Appendixes: A - Workplace Safety and Health Harassment Complaint Form
B - Workplace Safety and Health Harassment Respondent's Response Form