



WORKPLACE BULLYING AND HARASSMENT (INCLUDING SEXUAL HARASSMENT)

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The Board of Education of School District 69 (Qualicum) recognizes the right of employees and students to work and learn in an environment free from bullying and harassment (including sexual harassment). The Board of Education of School District No. 69 (Qualicum) considers bullying and harassment in any form to be totally unacceptable and will not tolerate its occurrence. All individuals will be treated in a fair and respectful manner and any bullying and harassment in district schools or work sites will be treated as serious misconduct and action will be taken.

The actions of the Board in defining and responding to a complaint of bullying and/or harassment (including sexual harassment) by an employee are governed in part by the District's "Procedures to Deal With Workplace Bullying and Harassment (Including Sexual Harassment)" and in part by the collective agreements which exist between the Board and CUPE Local 3570 and between the Board and the Mount Arrowsmith Teachers' Association.

References:

- Administrative Procedure: Workplace Bullying and Harassment (Including Sexual Harassment)
- Board Policy 7000: Safe, Caring and Inclusive School Communities and its attendance Administrative Procedure