

ACA: Respectful Working & Learning Environments

Policy Statement

The Eastern School Board believes that every person has the right to work or study in an environment where the dignity and personal worth of every individual is respected and promoted. The Eastern School Board promotes respect for diversity and will not tolerate any form of harassment or discrimination within its jurisdiction.

Rationale

The purpose of this policy is to provide for equal rights and opportunities without discrimination for all of its students and employees. All individuals have the right to freedom from harassment and/or discrimination. The Eastern School Board will educate and encourage all persons to speak up when they are harassed and/or discriminated against.

Scope

This policy shall apply to any person while on School Board property or while working for the School Board or engaged in any activity approved by the School Board. This includes, but is not limited to, students, employees, parents, volunteers, board members, agents, contractors or persons subject to the supervision and control of the district.

Procedures

The School Board will protect victims of harassment and discrimination (see Definitions) where possible and within its means, from any repercussions that may result from a complaint. The development of Regulations/Forms (see Appendices A to E) regarding respectful working and learning environments will be the responsibility of the Director of Education and his/her designate. The Regulations will be reviewed annually by the Director in consultation with Administrative Council and the Regional Administrative Councils. All reports of harassment and discrimination shall be thoroughly investigated as quickly and as confidentially as possible. The Eastern School Board will take appropriate action to ensure that the harassment or discrimination stops and the individuals who engage in such behavior are appropriately disciplined.

Authority:	Eastern School Board	Date approved by Board:	April 11, 2005
Legal Reference:	Canadian Charter of Rights & Freedoms (1982) HF Human Rights Code, Chapter H-14 RSN 1990 (last amended 27-04-1999)	Date of amendments:	
Cross Reference:	The Schools Act, 1997 NLTA, NAPE, CUPE Collective Agreements Code of Ethics		

Authority: Eastern School Board *Date approved by Board:* April 11, 2005
Legal Reference: Canadian Charter of Rights & Freedoms (1982) *Date of amendments:*
HF Human Rights Code, Chapter H-14 RSN 1990
(last amended 27-04-1999)
Cross Reference: The Schools Act, 1997
NLTA, NAPE, CUPE Collective Agreements
Code of Ethics