

RESPECTFUL WORKPLACES

The Board of Education is committed to providing a safe and respectful work environment free from harassment and bullying where people, regardless of their roles or levels of responsibilities, are treated and treat each other respectfully and professionally in their interactions.

This policy applies to those who interact with school district employees, regardless of their role or function. This includes all school district employees, students, parents, trustees, volunteers, consultants, contractors, and members of the general public.

It is the expectation of the Board that all those invited to or visiting district workplaces will strive to maintain the highest level of professional and personal courtesy when interacting with school district employees. Everyone shares responsibility for a respectful workplace.

Where a matter is already addressed through legislation, a regulatory body, a collective agreement, or Board policy, the applicable process will be followed. Examples include processes under the *School Act*, *Child, Family and Community Service Act*, and *BC Human Rights Code*; processes overseen by the Teacher Regulation Branch or WorkSafeBC; and processes established through collective agreements or Board policy, including Policy 1.23 Trustee Code of Conduct.

This policy does not apply to:

- the legitimate exercise of management rights, or any reasonable action taken by the district or a supervisor in the management and direction of employees or the place of employment, including supervisory decisions involving work direction, evaluation, investigations, and disciplinary action;
- the reasonable exercise of parent and student rights to bring forward concerns, in a respectful manner, about the treatment of students by employees;
- or interpersonal conflicts or interpersonal relations, unless they involve bullying or harassment.

It is a breach of this policy to take retaliatory action against a person who raises a concern or files a complaint under this policy.