

POLICY # 7210

WORKPLACE DISCRIMINATION OR BULLYING AND HARASSMENT

The Surrey Board of Education of School District No. 36 (Surrey) (the “District”) is committed to ensuring a respectful workplace, free from discrimination or bullying and harassment. Every employee has the right to work in an atmosphere that promotes equal opportunities, and that is free from discrimination, bullying and harassment.

Discrimination or bullying and harassment is not acceptable or tolerated in district workplaces. All employees will be treated in a fair and respectful manner.

The district encourages reporting of all incidents of discrimination or bullying and harassment, regardless of who the offender may be. Employees who engage in such behavior will be subject to discipline, up to and including dismissal.

1. Responsibilities

The board will take reasonable steps to prevent where possible, or otherwise minimize workplace discrimination or bullying and harassment. The board will investigate and take appropriate corrective action to address or prevent conduct constituting discrimination or bullying and harassment.

Supervisors/managers/principals are expected to refrain from engaging in work place conduct that is inconsistent with this policy and shall take all reasonable steps to ensure the health and safety of employees under their supervision. A supervisor/manager/principal shall take all reasonable steps to prevent where possible, or otherwise minimize workplace bullying, harassment and discrimination.

Employees are expected to refrain from engaging in work place conduct that is inconsistent with this policy and shall take reasonable care to protect the health and safety of themselves and other persons. Employees are expected to take precautions where possible, or otherwise minimize workplace bullying, harassment and discrimination.

All employees have a duty to report discrimination, bullying and harassment in the workplace.

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2. Application

This policy statement applies to all employees, including permanent, temporary and casual. It also applies to interpersonal and electronic communication.

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