

POLICY 580: Respectful Workplace

The Board of Education for School District No. 8 (Kootenay Lake) recognizes the right of all members of the school community, including employees, students, parents, guardians, visitors, consultants, contractors, and volunteers, to be treated fairly and to learn, work, consult and otherwise associate in a respectful environment free from discrimination, harassment, and bullying.

The Board recognizes their role in actively supporting employees' work to prevent discrimination, harassment and bullying of the school community, including employees, students, parents, guardians, visitors, consultants, contractors, and volunteers. The Board will strive to ensure that professional development and training is provided for staff to develop the awareness, knowledge, skills, and attitudes to accomplish this.

To accomplish these goals, the Board will endeavor to promote Professional Development opportunities for staff to learn more about social justice issues and different forms of oppression. The Board will encourage staff to build upon their knowledge and to increase their awareness and strategies in these areas.

Everyone is vulnerable to discrimination, harassment and/or bullying. Discrimination, harassment and/or bullying can occur, for example, between members of the same sex or gender, as well as between members of a different sex or gender or members of a sexual minority including but not limited to lesbian, gay, bisexual, transgender, and transsexual individuals.

A harasser can be a superior (supervisor or teacher) or a peer (fellow student or co-worker) or a subordinate, or anyone coming into contact with another person, regardless of the relationship.

To this extent, the Board will not tolerate any conduct that could be classified as discrimination, harassment, sexual harassment or bullying, and will make every reasonable effort to ensure that no employee, student, parent, guardian, visitor, consultant, contractor, and volunteer is subjected to such behaviours. The Board complies with the B.C. Human Rights Code and is committed to providing healthful environments in which fairness and respect are both taught and modeled.

This policy applies to all persons while on Board premises, while working for the Board or while involved in Board-sponsored programs and/or activities locally, regionally, in BC, in Canada or internationally, or online. This includes, but is not limited to, students, employees, parents, guardians, visitors, consultants, contractors and volunteers.

The Board of Education for School District No. 8 (Kootenay Lake) has “zero tolerance” for any form of racism, violence, discrimination, harassment and bullying on Board premises, while working for the Board or while involved in Board-sponsored programs and/or activities locally, regionally, in BC, in Canada or internationally, or online.

The District will establish and maintain program(s) to prevent discrimination, harassment, and bullying.

District staff at each site shall review this policy on a yearly basis at the first regular staff meeting to ensure that all employees are informed of the content of this Respectful Workplace policy.

Related Legislation: [Human Rights Code \[RSBC 1996, Chapter 210, Sections 11 to 14\]](#)

Related Legislation: [WorkSafeBC Bullying & Harassment](#)

Related Contract Article: Nil

Adopted: January 26, 1999

Amended: February 26, 2008

Amended: October 29, 2008

Amended: May 10, 2010

Amended: October 9, 2018

Amended: February 26, 2019 (former policy 340)

Amended: September 22, 2020

Amended: November 10, 2020

Amended: March 9, 2021