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HARASSMENT / SEXUAL HARASSMENT

Background

The District is committed to providing a working and learning environment for its employees, volunteers and students, that is free from harassment or sexual harassment.

The District considers harassment in any form to be unacceptable and will not tolerate the occurrence. The District will take appropriate action to eliminate harassment and sexual harassment from the workplace. Such actions may include training, counselling and disciplinary action up to and including
and the British Columbia Teachers Federation.

Definition

Harassment or sexual harassment is any unwelcome and/or inappropriate comment, conduct or action which detrimentally affects the working or learning environment or leads to adverse job- related or schooling-related consequences for the victim.

Examples of harassment and sexual harassment include:

- Gender-based remarks;
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4.3 The employer shall investigate the complaint. The complainant may request that the investigator be of the same gender as the complainant and, where practicable, the request will not be denied.

4.4 The investigation shall be conducted as quickly and effectively as possible.

4.5 In certain instances, the District may be better served by appointing an outside investigator.

5. Given the sensitive nature of any complaint, every attempt will be made throughout the investigative proceedings, on the part of all parties concerned, to respect the confidential nature of the information.

6. Reprisal against any person who has filed a complaint is forbidden. If it occurs, it could be considered grounds for dismissal of staff or removal from the educational setting for a student.

7. False or malicious complaints may damage the reputation of, or be unjust to, other persons. Should a person be found to be making false allegations, he/she may be subject to disciplinary action.

Reference:

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