



FAXGRAM #13

December 3, 2009

THIS FAX TRANSMISSION IS THE SOLE PROPERTY OF THE OECTA STAFF REP. AT EACH SCHOOL. THE INFORMATION BELOW IS FOR DISTRIBUTION TO THE MEMBERSHIP ONLY.

BOARD - HARASSMENT POLICY

OPERATING POLICY III-6

Purpose

To ensure that the environment of the Halton Catholic District School Board in which its employees work and its students learn is free from sexual, racial, ethnocultural or other harassment related to any grounds identified within the Human Rights Code.

Principles

- The Halton Catholic District School Board is committed to providing a learning and working environment that is safe, harmonious and sensitive to the needs and well-being of the individual employee and student.
- The Board will not tolerate any discrimination or harassment contrary to the Human Rights Code against any employee, student or visitor in the course of any of the Board's operations.
- The normal proper exercise of supervisory responsibilities including training, evaluation, counseling and discipline when warranted, does not constitute harassment.
- Harassment is defined as a course of vexatious comment or conduct which is known or ought to reasonably be known by the perpetrator to be unwelcome. Harassment may, dependent on the circumstances, consist of a single action or a series of incidents.

BOARD - SAFE SCHOOLS POLICY

OPERATING POLICY II-30

Purpose

To provide a safe workplace and learning environment for staff, students and community members involved in school programmes and school and Board authorized activities.

Principles

- The Board recognizes that all members of the school community have a responsibility to maintain a safe environment where conflict and difference can be addressed in a non-violent manner characterized by respect and civility.
- The Board recognizes that injurious conduct includes but is not limited to verbal, physical and sexual assault, disrespect, vandalism, harassment, intimidation and threats. These types of acts adversely impact on learning and teaching in a school community.
- The Board recognizes that victims of verbal, physical and sexual assault, vandalism, harassment, intimidation and threats will be supported by the provisions of enacted legislation (ie. Trespass to Property act, Young Offenders Act, Criminal Code, Human Rights Code) and the requirements of the Board's policy.

PLEASE SHARE WITH ALL TEACHERS!