



POLICY

Title: **HARASSMENT**

Policy No.: **3004**

Effective Date: **2001 February 27**

Department: Organizational Support Services – Human Resources

Reference(s): - *Ontario Human Rights Code*
- *Ontario Occupational Health and Safety Act*
- Procedure - Harassment

It is the policy of the Board that every person within the Thames Valley educational community has a right to work and study in a safe, inclusive and accepting environment, free of harassment and supportive of productivity, personal goals, dignity and self-esteem.

The Thames Valley District School Board endeavours to create a climate of understanding and mutual respect and in accordance with the *Ontario Human Rights Code*, to recognize the dignity and worth of every individual, and in accordance with the *Ontario Occupational Health and Safety Act*, establish measures to deal effectively with incidents and complaints of workplace harassment.

The working and learning environment will be free of discrimination or harassment on grounds which include, but are not limited to the following: race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, religion, sex, gender identity, gender expression, sexual orientation, age, record of offences, marital status, same-sex partnership status, family status, or disability (as those terms are defined in the *Ontario Human Rights Code*).

The Thames Valley District School Board will not condone any form of harassment. The Board has established a complaint procedure and will protect from reprisal those individuals participating in the process including complainants, witnesses, advisors, representatives, investigators, and decision makers.

Administered By: Organizational Support Services - Human Resources

Amendment Date(s): 2018 June 26, 2015 February 10
