



## POLICY

---

Title: **EMPLOYEE CODE OF CONDUCT POLICY** Policy No.: **3017**  
Effective Date: **2019 June 25**

Department: Organizational Support Services – Human Resources

Reference(s):

- Ontario Human Rights Code
- Ontario Occupational Health and Safety Act
- Procedure – Employee Code of Conduct
- Procedure – Substance Abuse and Addiction
- Procedure – Off Duty Conduct

---

It is the policy of the Board that every employee within the Thames Valley District School Board community is committed to supporting a system strategy for promoting a safe, inclusive and accepting employee workplace climate, free from inappropriate conduct and violence.

The working environment of all Thames Valley District School Board employees ensures the rights and responsibilities of all employees within the Employee Code of Conduct Procedure, Substance Abuse and Addiction Procedure and Off Duty Conduct Procedure. Practices will focus on prevention and will foster dignity and respect while ensuring the safety of all through firm, fair and progressive strategies designed to promote self-respect and respect for others.

|                    |                                                          |
|--------------------|----------------------------------------------------------|
| Administered By:   | <b>Organizational Support Services – Human Resources</b> |
| Amendment Date(s): |                                                          |