

## **SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD**

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*Section* PERSONNEL

*Policy Name* WORKPLACE HARASSMENT & HUMAN RIGHTS  
*Management Guideline*

*Indigenous and other culturally appropriate practices as part of the complaint and resolution process.*

### **APPLICATION AND SCOPE**

This Policy addresses harassment, discrimination and workplace harassment and it applies to all employees/workers and Trustees at SGDSB. The Policy covers harassment, discrimination and workplace harassment from all sources including students, parents, guardians, volunteers, contractors, customers of SGDSB, members of the public and other members of organizations not related to SGDSB but who nevertheless work on or are invited on to SGDSB premises or utilize

**Workplace** is defined as any land, premises, location or thing at, upon or near where a worker works. It includes places where individuals perform work or work-related duties or functions. It includes all SGDSB schools, offices and facilities. Work related functions include business trips, conferences, seminars, co-op placements, social and extra-curricular events that arise out of SGDSB involvement.

### ***GUIDING PRINCIPLES AND RESPONSIBILITIES***

1. All persons at SGDSB and interacting with SGDSB, are expected to engage in respectful conduct, adhere to and uphold this policy

6. If a complainant withdraws a complaint, SGDSB may continue to act if required.

will endeavor to provide resolutions that honour conflict and restoration, in consultation with Indigenous partners and community groups.

8. If it is determined that a complainant has made a complaint that is malicious or made in bad faith, it may result in disciplinary action.
9. An employee/worker found in violation of this policy may be subject to remedial action or discipline, up to and including termination of employment, in accordance with applicable collective agreement provisions.

Accessibility Policy - 719  
Bullying Prevention and Intervention Strategies - 525  
Equity and Inclusive Education - 536  
Progressive Discipline and School Safety  
Safe Schools System Expectations - 520 Workplace  
Violence Policy – 720

**SIGNED AND APPROVED BY THE DIRECTOR OF EDUCATION**

**Nicole Morden Cormier**

**DATE: February 27, 2024**