

KAWARTHA PINE RIDGE DISTRICT SCHOOL BOARD

POLICY STATEMENT

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f o Section: Human Resourcesn

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Section: Human Resources

- Employee Relations

Policy Code: HR-4.2

Policy: WORKPLACE HARASSMENT – continued

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students, staff, trustees, parents/guardians, volunteers, visitors, suppliers, service providers, corporate partners and community agencies.

Superintendents, principals, vice principals, managers and supervisors have the additional responsibility to act immediately where they observe or hear about conduct which is or could be discriminatory or harassing in nature. Managers and supervisors are responsible for creating and maintaining harassment and discrimination free workplaces and learning environments, and should address potential problems immediately.

Human Resource Services is responsible for the designation of resources to ensure implementation and compliance with this policy and associated administrative regulations, including ongoing human rights and workplace harassment educational programs.

## 2. Accountability

Mechanisms for guiding the implementation of this policy will be established over time. Such measures may include ongoing planning and evaluation processes and annual reporting.

In support of this policy, administrative regulations have been written to set out procedures for dealing with alleged harassment.