



## **1.0 POLICY**

- 1.1 The Board of Trustees of Sturgeon School Division is committed to providing a harassment-free learning and working environment for everyone.
- 1.2 An employee, student, parent or volunteer who subjects a student, staff member, parent, volunteer to harassment may be subject to disciplinary action.
- 1.3 The Board may take appropriate action against anyone whose conduct has resulted in harassment of students, employees, or representatives of the Board.

## **2.0 GUIDELINES**

- 2.1 The Superintendent is delegated the responsibility and authority to ensure that procedures are in place to enforce this policy.
- 2.2 Procedures and regulations pertaining to this policy are not to preclude an individual's right to file an appeal with the Board.

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References: *Admin Practice(s): HRM 22 - Harassment*  
*Human Rights, Citizenship, and Multiculturalism Act*



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## APPENDIX

### Definitions

#### a. Personal and Sexual Harassment

- **Learning and Working Environment**

The learning and working environment can and does extend beyond the immediate school or school jurisdiction office and includes the playground, school bus, school- or work-related social activities, school- or work-related travel and field trips, or other settings where the people involved are engaged in work-related or school-related activity, such as field placement or a cooperative educational work team. The working and learning environment may also include electronic media, such as telephone, fax and computers.

- **Personal Harassment**

Personal harassment is any behavior that, in effect or intent, disparages, humiliates or harms another person. It is behavior that denies individual dignity and respect and is demeaning or humiliating to another person. Harassment may include, but is not limited to, references related to age, national or ethnic origin, race, religion, gender, sexual orientation, disability, sources of income or family status. The behavior need not be intended as harassment to be so; it is considered to be harassment if one knows, or ought reasonably to know, that the behavior is offensive and unwelcome.

- **Sexual Harassment**

Sexual harassment is any unwelcome behavior that is sexual in nature. Such behavior may directly or indirectly affect or threaten to affect in an adverse manner a person's job security, prospects, promotion, earnings, working conditions or learning environment. The behavior need not be intended to be sexual harassment to be so; it is considered to be sexual harassment if one knows, or ought reasonably to know, that the behavior is offensive and unwelcome.

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References: *Admin Practice(s):* HRM 22 - Harassment  
*Human Rights, Citizenship, and Multiculturalism Act*