

SECTION 565

POLICY 565

MEDICINE HAT SCHOOL DISTRICT NO. 76

HARASSMENT

BACKGROUND

The district must ensure that policies exist which guarantee, to the greatest extent possible, an environment free from harassment.

POLICY

The Board is committed to providing an environment free from harassment for all members of the district community.

GUIDELINES

1. Through appropriate informational and educational programs, all students, volunteers and employees are to be made aware of this policy, its regulations and procedures.
2. The Superintendent shall make available appropriate support services for victims in harassment situations.
3. The Superintendent shall ensure that appropriate support services are set in place for the employee where the allegations of harassment are dismissed.
4. If the Superintendent is identified as the respondent, the entire matter shall be directed to the Board.

Approved & Adopted:
September 7, 2004

Revised:
June 19, 2012

REFERENCES

565 P 001 Harassment

SECTION 500

POLICY 565

MEDICINE HAT SCHOOL DISTRICT NO. 76

HARASSMENT

BACKGROUND

The district must ensure that policies exist which guarantee, to the greatest extent possible, an environment free from harassment. Anyone who in good faith believes they have been harassed, or who may have witnessed harassment may make a complaint under this policy without repercussions or the fear of reprisal.

POLICY

The Board is committed to providing a learning and working harassment free environment that fosters respect for the dignity and well-being of all employees, contractors, students, parents and volunteers. Personal harassment, sexual harassment and discrimination will not be tolerated.

GUIDELINES

1. All employees, students, volunteers, parents, contractors and employees are to be made aware of this policy, its regulations and procedures.
2. The Superintendent shall make available appropriate support services for victims in harassment situations.
3. The Superintendent shall ensure that appropriate support services are set in place for the employee where the allegations of harassment are dismissed.
4. If the Superintendent is identified as the respondent, the entire matter shall be directed to the Board.

Approved:
June 19, 2012

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REFERENCES

565 P 001 Harassment