



Every Student Can Learn.
Every School Will Improve.

Harassment Policy & Handbook Workshop



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Overview

- Harassment Policy & Handbook Review
- Scenarios & Discussion

Assumptions

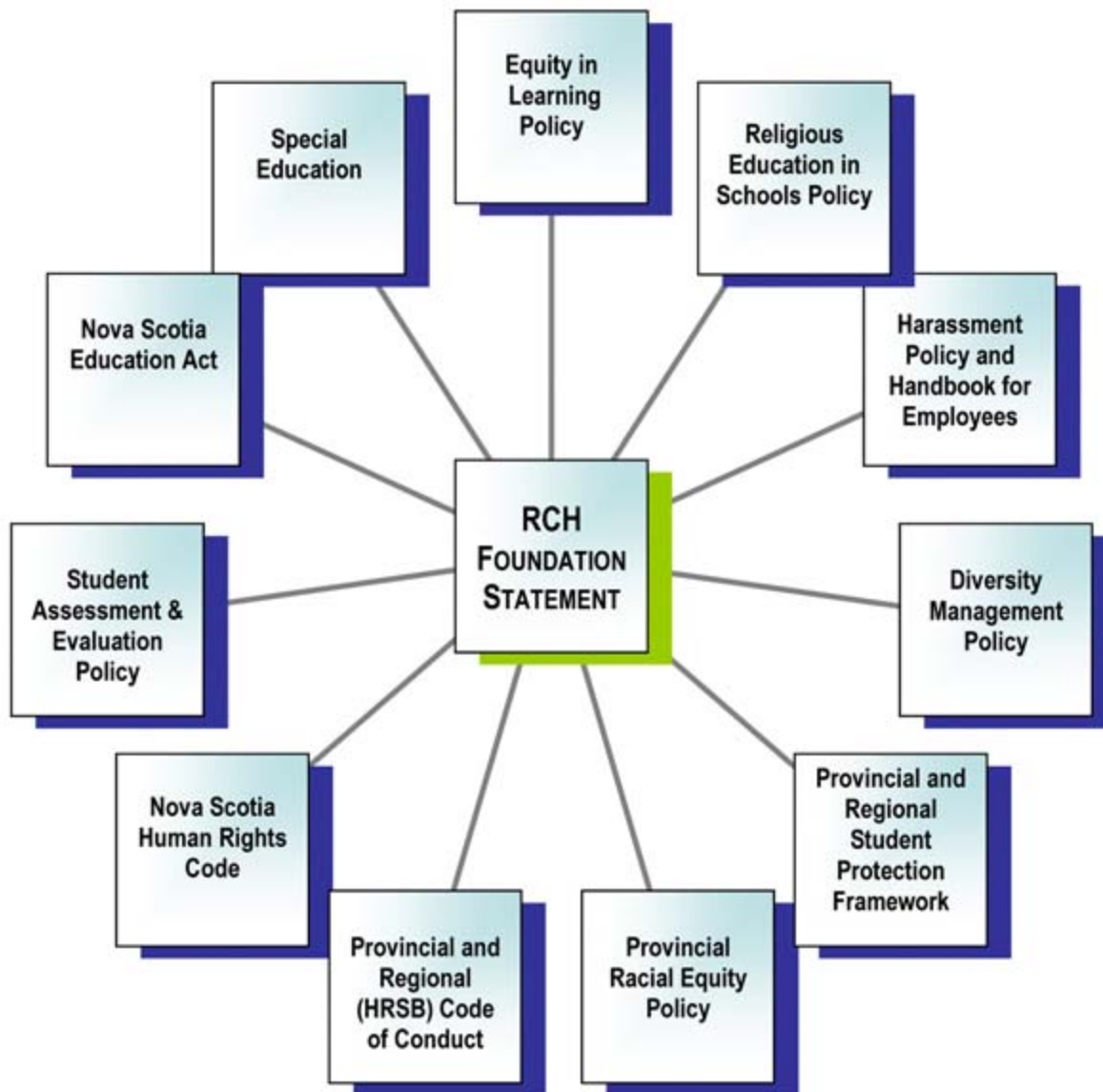
- Active listening
- Stay on topic
- Participate
- Learn something



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Diversity Management

Acknowledging and valuing the similarities and differences of all employees and all students when planning programs, policies, procedures and assigning resources



Harassment Policy

- Preamble
- Definitions
- Scope
- Framework
- Roles & responsibilities
- Confidentiality



Harassment

Conduct or display that is:

- Derogatory – excessively critical, insulting, belittling
- Vexatious – aggressive, angry, antagonistic
- Objectionable – comment, act that demeans, belittles or causes personal humiliation or embarrassment and any act of intimidation or threat

Protected Characteristics

- Age
- Race
- Colour
- Religion
- Creed
- Sex (including gender & pregnancy)
- Sexual orientation
- Physical disability or mental disability
- Irrational fear of contracting an illness or disease
- Ethnic, national or aboriginal origin
- Family status
- Marital status
- Source of income
- Political belief, affiliation, or activity association with another individual or class...

Policy Procedures (Employees)

Options

- Response of Supervisors
- Direct Communication
- Informal Complaint
- Conflict Resolution & Mediation
- Formal Investigation
- Resolution (documentation)



Direct Communications

Informal Complaint Process

Mediation

Formal Investigation

Grievance under your collective agreement

Complaint to the Nova Scotia Human Rights Commission*

Know Your Options

Working Together for Respectful Workplaces

- * If you experience harassment or discrimination based on prohibited grounds of the Nova Scotia Human Rights Act, your rights extend beyond the workplace to the Nova Scotia Human Rights Commission.

Scenarios

1. Read
2. Discuss
3. What should be done to correct the situation, (e.g. use other Board policies)?
4. Appoint a spokesperson to report

Rights and...

- Pre-Employment
- Job Incumbency
 - Rights and Responsibilities
- Retention
 - Protection from harassment and general dignity
 - Training and Development
 - Working Conditions (OHS)
 - Deployment (restructuring or retirement)

Respectful Workplaces Benefits

- Increased employee satisfaction and productivity
- Harmonious atmosphere
- Decreased absenteeism
- Decreased costs associated with workplace inequity

Reference Material

- ***Cultural Diversity Institute (cdi) “Creating Workplace Environments that Reflect Human Rights Values”***
Prepared by the Cultural Diversity Institute as joint educational initiative of the federal, provincial and territorial human rights commissions, 2000
- Nova Scotia Human Rights Commission



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Harassment Policy Questions?

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Working Together for Respectful Workplaces

A Handbook for Preventing & Responding to Workplace Harassment

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