

BOARD FRAMEWORK POLICY	
Adopted	<i>Revised – M16-0175 NEW -- M16-0066 (April 20, 2016) Policy (revised from Admin Procedure) 2014 Admin Procedure (revised) 2010 Policy (revised to Admin Procedure) 2009</i>
Review Date	<i>Annually, September</i>

DISCRIMINATION AND HARASSMENT

1. POLICY STATEMENT

The Halton District School Board recognizes the need to provide workplaces in which employees can work, students can learn, trustees can govern, and volunteers can participate, which

- fosters respect for the dignity, worth and well-being of all members of the Board's community;
- provides an opportunity for all individuals to develop their full potential;
- is conducive to the pursuit of excellence; and
- is committed to ongoing education and awareness of the issues of discrimination and harassment.

The Halton District School Board will not tolerate discrimination or harassment, including sexual harassment, in any workplace of the Board, which is contrary to the *Human Rights Code*, on the basis age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status (including single status), gender identity, gender expression, sex (including pregnancy), sexual orientation, and, in the case of employment, record of offences.

In addition, the Halton District School Board also recognizes "Workplace Harassment" which means engaging in a course of vexatious comment or conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome.

"Workplace Harassment" includes sexual harassment, which is defined as:

- engaging in a course of vexatious comment or conduct against a worker in a workplace because of sex, sexual orientation, gender identity or gender expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome, or
- making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny a benefit or advancement to the worker and the person knows or ought reasonably **to know that the solicitation or advance is unwelcome;**

2. SPECIFIC DIRECTIVES

Comprehensive procedures to address allegations of Discrimination and Harassment, including sexual harassment, can be found in the Administrative Procedure – Respectful Workplace Free of Discrimination and Harassment. These procedures can be accessed by any worker (including paid, volunteer or Trustee) or student who wishes to address Discrimination or Harassment in any workplace of the Board.

Legal References:

Occupational Health and Safety Act

Ontario Human Rights Code

Board References:

Policy: Discrimination and Harassment

Administrative Procedure-Workplace Violence

Occupational Health & Safety Act

Administrative Procedure – Respectful Workplace Free of Discrimination and Harassment.