

## POLICY 420 – WORKPLACE HARASSMENT AND DISCRIMINATION

The Board of Education of School District No.27 (Cariboo-Chilcotin) recognizes its obligation to provide work environments where individuals are treated with respect and dignity, free from harassment or bullying.

The Human Rights Code prohibits harassment on the basis of race, colour, ancestry, nationality or place of origin, ethnic background, religion, age, sex, gender-determined characteristics, sexual orientation, marital and family status, source of income, political belief and physical or mental disability.

Through this policy, and accompanying administrative procedures, the Board will establish clear guidelines ensuring fair and equitable treatment.

Related Legislation: School Act [RSBC 1996, Part 6, Division 2, Section 85] Human Rights Code 1 [RSBC 1996, Sections 3-14] Canadian Charter of Rights and Freedoms (Constitution Act 1982, Part 1 Section 15] Related Contract Article: CCTA Article E.1, E.2 & E.21, IUOE Article I.3 Adopted: November 1995 Amended: April 2006 Amended: December 15, 2020