



# School District No. 19 (Revelstoke)

## Policy Manual

### 6.7 DISCRIMINATION AND HARASSMENT

The Board of School Trustees recognizes the right of all employees to work, study and otherwise associate in an environment free from harassment or discrimination. The Board will not tolerate any conduct that could be classified as harassment or discrimination and will make every reasonable effort to ensure that no employee is subjected to same. The Board complies with the B.C. Human Rights Code and is committed to providing healthy environments in which fairness and respect are modelled.

Discrimination, for the purposes of this policy, means any overt act, such as name calling, graffiti, and physical violence which is aimed at depicting a particular group or individual in an unfavourable light; or stereotyping, slurs, and comments which are perceived to lower the self-esteem of someone.

Harassment, for the purposes of this policy, means any improper behaviour that is directed at or offensive to any person, is unwelcome, and which the person knows or ought reasonably to know would be unwelcome; or objectionable conduct, comment, materials or display made on either a one-time or continuous basis that demeans, belittles, intimidates, or humiliates another person; or the exercise of power or authority in a manner which serves no legitimate work purpose and which a person ought reasonably to know is inappropriate; or such misuses of power or authority as intimidation, threats, coercion and blackmail.

The definition of "sexual harassment" shall include any comment, look, suggestion, physical contact, or real or implied action of a sexual nature which creates an uncomfortable working environment for the recipient, made by a person who knows or ought reasonably to know such behaviour is unwelcome; or any circulation or display of visual material of a sexual nature that has the effect of creating an uncomfortable working environment; or an implied promise of reward for complying with a request of a sexual nature; or a sexual advance made by a person in authority over the recipient that includes or implies a threat or an expressed or implied denial of an opportunity which would otherwise be



# School District No. 19 (Revelstoke)

## Policy Manual

granted or available and may include a reprisal or a threat of reprisal made after a sexual advance is rejected.

The Board will ensure that the staff are able to register complaints without reprisal, threat of reprisal or discipline as a result of filing a complaint.

The Board will discipline and take corrective action against any person when involved in a School District activity who engages in discrimination or harassment.

Any person who registers a complaint which is found to be malicious shall be subject to disciplinary actions.