

RESPECTFUL WORKPLACE (HARASSMENT)

The Pembina Trails School Division is committed to a collegial learning and work environment where all individuals are treated with respect and dignity. Each individual employee has the right to work in an environment where equal opportunities of advancement and career are promoted and where discriminatory practices and harassment are prohibited.

The Division prohibits all forms of harassment, including those specifically described in the regulation (GBAA-R). Harassment may also constitute a form of discrimination and is prohibited by law. The Division will not tolerate any harassment engaged in by any employees.

A respectful workplace requires the cooperation and support of each and every employee. We must all set a positive example and avoid behaving disrespectfully, including behaviour that would reasonably offend, intimidate, embarrass or humiliate others, whether intended or unintended. Discrimination, disrespectful behaviour, sexual harassment, harassment and/or bullying will not be tolerated.

The Pembina Trails School Division's mission, vision, and values provide the foundation for creating a respectful school community and workplace culture. The Division is committed to:

- Fostering a safe, healthy and inclusive workplace which supports individuals' physical, psychological and social well-being;
- Promoting environments in which all individuals are free from bullying, harassment and discrimination, not only the specific conduct prohibited by the *Manitoba Human Rights Code* and *Manitoba Workplace Safety and Health Act*, but of any behaviour and conduct which may reasonably cause intimidation, offence, or humiliation to another person or group;
- Supporting individuals to manage workplace differences; and
- Providing an environment that respects and promotes human rights, diversity, and personal dignity.

This policy is intended to inform all employees of the Division's policy regarding sexual harassment, psychological harassment and other types of harassment and about the responsibilities of all employees.

— Accomplish Anything —

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This policy is not intended to apply to cases of suspected child abuse. Child abuse situations are governed by Child Welfare and must be referred directly to Child and Family Services.

— *Accomplish Anything* —

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