



Discrimination and Harassment: Respectful Working & Learning Environments

Policy Statement:

Pembina Hills School Board believes that every person has the right to work or study in an environment where the dignity and personal worth of every individual is respected and promoted. The Pembina Hills School Board promotes respect for diversity and will not tolerate any form of harassment or discrimination within its jurisdiction.

Rationale:

The purpose of this policy is to provide for equal rights and opportunities without discrimination for all of its students and employees. All individuals have the right to freedom from harassment and/or discrimination. The Pembina Hills Board will educate and encourage all persons to speak up when they are harassed and/or discriminated against.

Scope:

This policy shall apply to any person while on School Board property or while working for the School Board or engaged in any activity approved by the School Board. This includes, but is not limited to, students, employees, parents, volunteers, board members, agents, contractors or persons subject to the supervision and control of the division.

Process:

The School Board will protect victims of harassment and discrimination (see Definitions in Administrative Procedure 20-20) where possible and within its means, from any repercussions that may result from a complaint.

All reports of harassment and discrimination shall be thoroughly investigated as quickly and as confidentially as possible and appropriate action taken to ensure that the harassment or discrimination stops and the individuals who engage in such behavior are appropriately disciplined.

The development of Administrative Procedures regarding this policy is the responsibility of the Superintendent and designate. The Administrative Procedures will be reviewed by the Superintendent in consultation with Regional Services Administrators.

Trustees may bring concerns regarding Administrative Procedures to the attention of the Superintendent. The Superintendent, as requested, will review the Administrative Procedures with the Board. All changes in Administrative Procedures will be placed on the subsequent Board Meeting Agenda as an information item(s).

The Board may delete or suspend a policy and subsequently delegate the Superintendent authority over this area.

It is the duty and responsibility of all employees to bring to the attention of the Superintendent or designate any policies or regulations that are no longer relevant.

Reference: [Administrative Procedure 20-20](#)