



Section 6A: Safe and Inclusive Schools

Policy 6.27.02: Workplace Harassment Policy

Supporting Policies:

[4.07 Employee Ethics](#)
[6.06 Physical Intervention](#)
[6.27 Health and Safety Policy](#)
[6.27.01 Workplace Violence Policy](#)
[6.36 Equity and Inclusive Education](#)
[6.49 Board Code of Conduct](#)
[6.49.02 Progressive Discipline Policy Including Suspension and Expulsion](#)
[6.49.03 - Protecting Student Well-Being through Bullying Prevention and Intervention](#)

Supporting Procedures:

[Harassment of Students, Volunteers or Staff Procedure](#)
[Workplace Violence of Students, Volunteers or Staff Procedure](#)

Supporting Protocols and Guidelines:

Supporting Templates and Forms:

Other Resources:

Occupational Health and Safety Act
Education Act
Occupational Health and Safety Amendment Act
Violence and Harassment in the Workplace – Bill 168
Child and Family Services Act
Youth Criminal Justice Act
Charter of Rights and Freedoms
Ontario Human Rights Code Safe School Act
Education Amendment Act, Bill 212 (Progressive Discipline and School Safety)
Education Amendment Act, Bill 157 (Keeping our Kids Safe at School)

Approved by Board Resolution #154-1998 06 23

Revised by Board Resolution #054-2017 05 09

Revised by Board Resolution #063-2024 04 30

Policy Statement

The Algoma District School Board acknowledges that workplaces for employees must be respectful, safe, and free of harassment. Therefore, employees not only have the right to such workplaces, they also have the responsibility to maintain such environments. The Board is committed to providing workplaces that are free of workplace harassment and bullying and takes its responsibility to ensure environments of mutual trust and respect seriously. Harassment of any kind, of any individual(s), will not be tolerated.



Definition

Workplace harassment 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.

Harassment does not include:

- an occasional or casual compliment;
- any voluntary relationship;
- the proper exercise of responsibility or authority related to the provision of advice, assignment of work, counselling, performance appraisal, discipline and/or other management or supervisory functions;
- Verbal disagreements or personality differences that are addressed in a respectful manner.

Harassment may include, but is not limited to, derogatory or demeaning comments, taunts, threats, jokes, jeers about appearance, race, colour, gender, sexual orientation, disability, age, religion or ethnicity.

Definition of Workplace

This policy and related procedures apply to all work activities that occur while on Board business or work-related social events.

Application

This policy applies to but is not limited to, trustees, students, employees, visitors such as parents and community members, volunteers, permit holders, contractors, and employees of other organizations who work on or are invited onto Board property.

The Algoma District School Board has developed a Harassment of Students, Volunteers and Staff Procedure to support the Workplace Harassment Policy in accordance with the Occupational Health and Safety Act and the Ontario Human Rights Code.