



BOARD POLICY	
<i>Approval Date</i> May 2010	<i>Replacing</i> All Previous Policies
<i>Review Date</i> 2015	<i>Page</i> 1 of 1
<i>Contact Person/Department</i> Human Resources Administrator	<i>Identification</i> HR-4010

ONTARIO HUMAN RIGHTS CODE: PREVENTION AND RESOLUTION OF EMPLOYEE DISCRIMINATION AND HARASSMENT

Trillium Lakelands District School Board is committed to providing a non-discriminatory and harassment free working environment in which all persons are treated with respect and dignity. Because every person has the right to work in a professional atmosphere which promotes equal opportunities and prohibits discriminatory practices, the Board will not tolerate harassment and will take all reasonable steps to prevent it and, where it has occurred, to respond decisively and effectively.

Harassment, under the Ontario Human Rights Code, is based on legislated prohibited grounds related to sex, race, colour, ethnic or place of origin, ancestry, citizenship, disability, age, religion or creed, record of offences, sexual orientation and/or marital family status, and will not be tolerated.

Harassment and/or discrimination in any aspect of employment is strictly prohibited.

This policy is intended to prevent discrimination and harassment through greater responsiveness to their deleterious effects and to ensure that human rights complaints are dealt with quickly and effectively through consistently applied policy and procedures. Nothing in this policy or procedure denies or limits access to other avenues of redress such as a complaint to the Ontario Human Rights Commission.

This policy applies to all employees of the Board, wherever a work-related function is performed.

Harassment and discrimination on the basis of a prohibited ground are violations of the Ontario Human Rights Code and are illegal. Trillium Lakelands District School Board will not tolerate any form of harassment or discrimination, as defined by the Ontario Human Rights Code, wherever a work-related function is performed.

Other related policies of the Board which support this policy are:

- *Occupational Health and Safety Act: Prevention and Resolution of Workplace Harassment Policy HR-4030*
- *Safe Schools: Physical Intervention Guidelines for Responding to Injurious and Self Injurious Behaviour of Students Policy OP-6550*
- *Responding to Student Violence Towards Staff Policy HR-4519*
- *Code of Conduct Policy OP-6020*
- *Progressive Discipline Procedure HR-4535*