

*MEDICINE HAT PUBLIC BOARD OF EDUCATION OPERATES AS MEDICINE HAT PUBLIC SCHOOL DIVISION, AND FOR THE PURPOSE OF THIS DOCUMENT WILL BE REFERRED TO AS "MHPSD" AND/OR "DIVISION"*

## SECTION 500 – Personnel and Employee Relations

# **POLICY 528: DISCRIMINATION, HARASSMENT, VIOLENCE AND BULLYING**

### **BACKGROUND**

The Division must ensure that policies exist which guarantee, to the greatest extent possible, an environment free from discrimination, harassment, violence and bullying. Anyone who, in good faith, believes they have been subject to discrimination, harassment, violence or bullying or who may have witnessed such, may make a complaint under this policy without repercussions or the fear of reprisal.

### **POLICY**

The Board is committed to providing an environment that is free from discrimination, harassment, violence and bullying for learners and workers that fosters respect for the dignity and well-being of all employees, contractors, students, parents/guardians and volunteers. Discrimination, personal harassment, sexual harassment, violence and bullying will not be tolerated.

### **GUIDELINES**

1. All employees, students, volunteers, parents/guardians, contractors and employees are to be made aware of this policy, its regulations and procedures.

### **GLOSSARY OF TERMS**

1. Discrimination
  - 1.1. Discrimination means any behavior or practice, whether intentional or not, that differentiates adversely, excludes or denies access to an individual based on race, religious beliefs, color, gender, gender identity, gender expression, sexual orientation, physical or mental disability, age, ancestry, place of origin, marital status, family status, or source of income.
2. Personal Harassment
  - 2.1. Personal Harassment means any unwelcome verbal or physical behavior, conduct or communication that disparages, humiliates, intimidates, threatens or harms another person.

2.2. The behavior need not be intended as harassing to be considered Personal Harassment. It is sufficient that one knows or ought reasonably to know that the behavior is offensive or unwelcome.

3. Sexual Harassment

3.1. Sexual Harassment is any unwelcome behavior, which is sexual in nature. Such behavior may directly or indirectly affect or threaten to affect in an adverse manner a person's job security, prospects, promotions, earnings, working conditions, or learning environment.

4. Violence

4.1. Violence, whether at a work site or work-related, means the attempted, threatened or actual conduct of an individual that causes or is likely to cause physical or mental injury and includes any threatening or intimidating statement or behaviour that gives an individual reasonable cause to believe that they are at risk of injury.

5. Bullying

5.1 Bullying is a form of aggressive behaviour manifested by the use of force or coercion to affect others, particularly when the behaviour is habitual and involves an imbalance in power and/or authority.

ADMINISTRATIVE PROCEDURE

[528 P 001 – Discrimination, Harassment, Violence and Bullying](#)

**Approved:** June 19, 2012

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