

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

Sb		PERSONNEL			
P	Nen	WORKPLACE HARASSMENT & HUMAN RIGHTS			717
		Mgn	Gd	Ap	
Bd	Ap		B	By Dbn	2026
		0b 22, 2024		0b 20, 2022	
		Fb 26, 2024		Fb 20, 2024	
		0b 18, 2022		Fb 4, 2020	
		Fb 19, 2020		Sbn 26, 2011	
		Dbn 5, 2011			
		Fb 20, 2007			

RATIONALE

The Superior-Greenstone District School Board (SGDSB) is

APPLICATION AND SCOPE

This Policy addresses harassment, discrimination and workplace harassment and it applies to all employees/workers and Trustees at SGDSB. The Policy covers harassment, discrimination and workplace harassment from all sources including students, parents, guardians, volunteers, contractors, customers of SGDSB, members of the public and other members of organizations not related to SGDSB but who nevertheless work on or are invited on to SGDSB premises or utilize

Workplace

6. If a complainant withdraws a complaint, SGDSB may continue to act if required.
7. Where possible and with the consent of the parties, SGDSB may facilitate alternative resolution plans. If either party involved in a complaint identifies as Indigenous, SGDSB will endeavor to provide resolutions that honour and align with Indigenous approaches to conflict and restoration, in consultation with Indigenous partners and community groups.
8. If it is determined that a complainant has made a complaint that is malicious or made in bad faith, it may result in disciplinary action.
9. An employee/worker found in violation of this policy may be subject to remedial action or discipline, up to and including termination of employment, in accordance with applicable collective agreement provisions.

Accessibility Policy - 719
Bullying Prevention and Intervention Strategies - 525
Equity and Inclusive Education - 536
Progressive Discipline and School Safety
Safe Schools System Expectations - 520 Workplace
Violence Policy – 720
Whistleblower Policy - 726

SIGNED AND APPROVED BY THE DIRECTOR OF EDUCATION

William Goodman



DATE: October 22, 2024