



WORKPLACE HARASSMENT

1.0 Rationale

All workers have the right to a respectful workplace. The Board is committed to the implementation of measures and procedures to report and deal with incidents and complaints of workplace harassment, and to provide workers with information on the contents of the workplace harassment policy.

2.0 Definitions

3.0 Policy

District School Board Ontario North East is committed to providing a work environment that is free of harassment, as defined by the *Occupational Health and Safety Act*.

The *Workplace Harassment Procedures* included with this Policy provide the definitions and the procedural framework for duties and responsibilities, and for the reporting, investigation and resolution of complaints.

The Workplace Harassment Policy and related Procedures shall be reviewed annually by the Board.

3.1 Penalty

No individual affiliated with the Board shall subject any other person to workplace harassment. An individual that subjects another individual to workplace harassment may be subject to disciplinary action up to and including termination. Persons who are not employees, officers or directors of the Board may be removed from the workplace.