



POLICY

HR-05

HARASSMENT AND OBJECTIONABLE BEHAVIOUR

Superintendent Responsible: Superintendent of Human Resources	Initial Effective Date: 2020/01/27
Last Updated: 2023/06/26	Next Review Date: 2026/06/30

Objective:

To ensure and maintain respectful working and learning environments that are free from workplace harassment and objectionable behaviour.

Policy Statement:

The Grand Erie District School Board (Grand Erie) is committed to providing a working and learning environment in which all individuals are treated with respect and dignity. Beyond the provisions of the *Ontario Human Rights Code*, every individual has an equal right to learn and work in an environment that is free from harassment and objectionable behaviour.

Grand Erie will not tolerate harassment or objectionable behaviour from any person in the workplace. All incidents and complaints of workplace harassment or objectionable behaviour must be reported by employee(s) and will be dealt with.

Reference(s):

- Harassment and Objectionable Behaviour Procedure (HR-005)
- Bullying Prevention and Intervention Policy (SO-10)
- Bullying Prevention and Intervention Procedure (SO-010)
- Code of Conduct Policy (SO-12)
- Code of Conduct Procedure (SO-012)
- Equity and Inclusive Education Policy (SO-14)
- Ontario Human Rights Code
- [Occupational Health and Safety Act, R.S.O. 1990, c. O.1](#)
- Progressive Discipline Procedure (HR-018)
- Workplace Violence Policy (HS-02)
- Workplace Violence Procedure (HS-002)