

HARASSMENT PREVENTION POLICY

Turtle Mountain School Division recognizes the right of all its employees to a working environment free from harassment. No one may be harassed and no one has the right to harass anyone else, at work or in any situation related to employment within this organization.

What is harassment? There are two main types of harassment;

1. Inappropriate conduct in any form about a person's:

- age, race
- creed, religion
- sex, sexual orientation
- marital status, family status, economic status
- political belief, association or activity
- disability, size, weight, physical appearance
- nationality, ancestry or place of origin

2. "Bullying" behaviour that may involve:

- Repeated humiliation or intimidation that adversely affects a work's psychological or physical well-being
- A single instance so serious that it has a lasting, harmful effect on the worker

What is not harassment? Reasonable, actions by managers or supervisors to help manage, guide or direct workers or the workplace are not harassment. Appropriate employee performance reviews, counselling or discipline by a supervisor or manager is not harassment.