



<u>DUFFERIN-PEEL CATHOLIC DISTRICT SCHOOL BOARD</u> <u>POLICY</u>	
POLICY NUMBER:	P-1009
SUBJECT:	HARASSMENT AND DISCRIMINATION
REFERENCE:	GAP1006 Remote Work
EFFECTIVE DATE:	(54) February 21, 1989
AMENDED DATE:	(286) September 28, 2010

1. The Dufferin-Peel Catholic District School Board, as a Catholic institution dedicated to the Church's teachings, is a community within which children, women, and men stand with equal dignity and value. The Board is committed to providing a work environment that is free from all forms of conduct that are considered harassing or coercive and/or discrimination complaints that are contrary to law.
2. To work and learn together as equals in a respectful, non-threatening environment is the right of all, and fundamental to our Catholic Philosophy. Each employee has the right to work in an environment where equal opportunity exists and where discriminatory practices such as harassment or other discrimination is prohibited.
3. The Board, therefore, expects that all its employees, students and volunteers will be free from harassment and/or discrimination. Harassment is contrary to both Catholic values and the law and will not be tolerated.
4. Harassment is defined as engaging in a course of vexatious comment or conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome. Harassment normally involves persistent comments or conduct, but may include a single act.
5. Harassment may include, but is not limited to:
 - Unwanted comments, conduct, suggestions or interference
 - Various forms of intimidation and aggressive behaviour
 - Verbal and emotional abuse
 - Withholding of information necessary to perform one's duties
 - "Bullying" - which is an attempt to undermine an individual through criticism, intimidation, hostile verbal and non-verbal communication and interfering actions
 - Abuse of position/authority – this does not include the normal exercise of supervisory responsibilities, including direction, counselling and discipline when necessary
 - Jokes, name-calling or displaying material (e.g. posters, cartoons) which demean, embarrass, or humiliate

6. Discrimination is strictly prohibited and will not be tolerated. Discrimination is defined to include harassing behaviour as well as unfair treatment, or the denial of normal privileges, opportunities, services, goods and/or facilities because of any grounds protected under the *Ontario Human Rights Code*: race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, same-sex partnership status, family status or disability.
7. **Note:** For the definition of violence, please refer to the Workplace Violence and Workplace Harassment Program document.
8. Harassment and/or other discrimination will not be tolerated on Board property or in any location where activities related to the business of the Board take place, such as field trips, work-related conferences, social gatherings, activities in other locations where workplace harassment may have a subsequent impact on the work relationship, performance or environment, etc. Actions, attitudes, and behaviour that threaten to undermine a positive and productive work environment are detrimental to all and will not be condoned or tolerated.
9. It is the responsibility of all members of the Board community to conduct themselves in accordance with this policy in order to create and maintain an environment free from harassment and/or discrimination. All Board employees have a responsibility to conduct themselves in an appropriate manner and must promptly report all information regarding harassment or other discrimination, in accordance with the procedures as described in the Board's Workplace Conduct Procedure (including *Workplace Harassment*).
10. For procedures, refer to [GAP5013](#) (revised September 2010).