



PR743 Employee Interim Measures Pending Investigation: New Procedure

To: Governance and Policy Committee

Date: 20 March, 2024

Report No.: 03-24-4673

Strategic Directions

- Build Strong Relationships and Partnerships Within School Communities to Support Student Learning and Well-Being

Recommendation

It is recommended that the newly developed Employee Interim Measures Pending Investigation Procedure (PR743), as presented in this report, be received.

Context

The newly developed Employee Interim Measures Pending Investigation Procedure (PR743) (the “Procedure”) (see Appendix A) identifies the interim measures that may be applied to employees involved in an internal TDSB investigation, external investigation, or other complaint resolution process. The Procedure also outlines the criteria and process for implementing interim measures (e.g., separation of parties) in order to protect the integrity of an investigation, to protect the safety or wellbeing of staff or students, to enable an effective and efficient investigation, and/or to prevent or mitigate harm to TDSB or its staff and students. The Procedure is aligned with and supports implementation of the Human Rights Policy (P031), Workplace Harassment Prevention for Non-Human-Rights-Code Harassment Policy (P034), the Board Code of Conduct (PR585) and the Workplace Harassment Prevention and Human Rights Procedure (PR515).

The Employee Interim Measures Pending Investigation Procedure (PR743) was finalized following consultations with Unions, Federations and Associations, People and Culture, and with Human Rights. The Procedure was considered by Executive Council on February 27, 2024 and is being presented to the Committee for receipt.

Action Plan and Associated Timeline

Subject to the Governance and Policy Committee's receipt, the Procedure will be provided to the Board of Trustees on April 17, 2024 for information.

Resource Implications

Not applicable

Communications Considerations

The newly developed Employee Interim Measures Pending Investigation Procedure (PR743) will be posted on the Board's website and communicated through the System Leaders' Weekly Bulletin and other communication methods.

Board Policy and Procedure Reference(s)

Policies

- Human Rights (P031)
- Workplace Harassment Prevention for Non-Human-Rights-Code Harassment (P034)

Procedures

- Board Code of Conduct (PR575)
- Workplace Harassment Prevention and Human Rights (PR515)

Appendices

- Appendix A: Employee Interim Measures Pending Investigation Procedure (PR743)

From

Leola Pon, Associate Director, Organization Transformation and Accountability, at 416-395-3903 or leola.pon@tdsb.on.ca

Melissa Kennedy, Executive Officer, People and Culture, at 416-397-3726 or melissa.kennedy@tdsb.on.ca