



Respectful Learning and Working Environment Policy (P073)

To: Governance and Policy Committee

Date: 13 January, 2021

Report No.: 01-21-4003

Strategic Directions

- Transform Student Learning
- Create a Culture for Student and Staff Well-Being
- Provide Equity of Access to Learning Opportunities for All Students
- Allocate Human and Financial Resources Strategically to Support Student Needs
- Build Strong Relationships and Partnerships Within School Communities to Support Student Learning and Well-Being

Recommendation

It is recommended that the Respectful Learning and Working Environment Policy (P073), as presented in this report, be rescinded.

Context

The Toronto District School Board's (TDSB) Respectful Learning and Working Environment Policy (P073), (the 'Policy') was adopted on June 23, 2010 and has not been reviewed since adoption. There are no operational procedures under this Policy.

The Policy's (see Appendix A) stated objective is "to provide a learning and working environment in which all individuals treat each other with respect, dignity and learn to work in an environment that is free from all objectionable conduct including violence, harassment, bullying/intimidation and discrimination".

Staff have recently conducted an internal review of the Policy. Result of the review indicates that provisions of the Policy are addressed and reflected in a number of current TDSB policies, including the Human Rights Policy (P031), Workplace Harassment Prevention Policy (P034), Equity Policy (P037), Occupational Health and Safety Policy (P048), Caring and Safe School Schools Policy (P051), and Workplace Violence Prevention Policy (P072).

The Respectful Learning and Working Environment Policy (P073) has four main provisions (3.1 – 3.4). The following list outlines current TDSB policies that correspond to P073's four provisions:

- Caring and Safe Schools Policy (P051): sections 3.1, 3.2, 3.3, 3.4
- Equity Policy (P037): sections 3.1, 3.2, 3.3, 3.4
- Human Rights Policy (P031): sections 3.1, 3.2, 3.3, 3.4
- Occupational Health and Safety Policy (P048): sections 3.1, 3.3, 3.4
- Workplace Harassment Prevention Policy (P034): sections 3.1, 3.2, 3.3, 3.4
- Workplace Violence Prevention (P072): sections 3.1, 3.2, 3.3, 3.4

These policies provide clear directions and expectations, and are supported by 25 operational procedures as outlined in the Appendix B. The Policy, therefore, is found to be repetitive and redundant, and it is recommended for rescission.

This rescission recommendation was reviewed and approved by Executive Council on January 5, 2021.

Action Plan and Associated Timeline

Subject to Committee's approval, the Policy will be submitted to the Board of Trustees for final approval.

Resource Implications

Not applicable.

Communications Considerations

Following approval by the Board of Trustees, the Policy will be rescinded and removed from the TDSB website and a corresponding communication will be circulated to staff through the System Leaders' Bulletin.

Board Policy and Procedure Reference(s)

- Caring and Safe Schools Policy (P051)
- Equity Policy (P037)
- Human Rights Policy (P031)
- Occupational Health and Safety Policy (P048)
- Workplace Harassment Prevention Policy (P034)
- Workplace Violence Prevention (P072)

Appendices

- Appendix A: Respectful Learning and Working Environment Policy (P073)
- Appendix B: Complete List of Relevant Policies and Associated Operational Procedures

From

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