

Toronto District School Board

Policy P073

Title: RESPECTFUL LEARNING AND WORKING ENVIRONMENT

Adopted: June 23, 2010

Revised:

Review:

1.0 OBJECTIVE

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

2.0 DEFINITIONS

Working environment is any place where employees, students and other users perform work or work-related duties or functions. Schools and school-related activities, such as extracurricular activities and excursions, comprise the workplace, as do Board offices and facilities. Conferences and training sessions fall within the ambit of this policy.

3.0 POLICY

- 3.1. The Board holds high expectations for the conduct of its employees, its students, educational partners and any others associated with the school community;
- 3.2. This policy applies to all Board students, employees, trustees and other users such as members of consultative committees, clients of the Board, parents, visitors, volunteers, permit holders, contractors and employees of organizations not related to the Board but who nevertheless work on or are invited onto Board premises.
- 3.3. This policy is intended to provide a greater awareness of the value of establishing and maintaining respectful learning and working environments and the need to respond to the damaging effects of objectionable conduct;
- 3.4. This policy and the underlying policies are supported by programs and procedures intended to define the issues and responsibilities to ensure the Board's compliance with all legislative requirements.

4.0 SPECIFIC DIRECTIVES

The Director has authority to issue operational procedures to implement this policy.

5.0 REFERENCE DOCUMENTS

Board documents

To find related TDSB policies and procedures, search for *safe schools* on the Board's Policies, Procedures and Forms website: <http://www.tdsb.on.ca/ppf/Search.aspx>

Legislation

Occupational Health and Safety Act