



## **PR515, Workplace Harassment Prevention and Human Rights Procedure: Revised Procedure**

**To:** Governance and Policy Committee

**Date:** 24 March, 2021

**Report No.:** 03-21-4061

### **Strategic Directions**

- Create a Culture for Student and Staff Well-Being
- 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 Workplace Harassment Prevention and Human Rights Procedure (PR515), as presented in this report, be received for information..

### **Context**

On December 11, 2020, Executive Council approved revisions to the Workplace Harassment Prevention and Human Rights Procedure (PR515). The Procedure supports the implementation of the Workplace Harassment Prevention Policy (P034) and Human Rights Policy (P031) and fulfills the Board's requirements under the Occupational Health and Safety Act (OHSA) and Ontario Human Rights Code.

The Procedure has been revised to introduce a new Expedited Investigation Process which balances being thorough and fair with being timely, giving life to the requirement to conduct an investigation that is appropriate and fair in the circumstances. The Expedited process respects procedural fairness but is faster and can be employed when deemed appropriate. The previous investigation process, now called the Formal Investigation Process, is retained to be used in appropriate cases.

## **Action Plan and Associated Timeline**

Subject to the Governance and Policy Committee's receipt, the revised Workplace Harassment Prevention and Human Rights Procedure (PR515) will be provided to the Board of Trustees for information.

## **Resource Implications**

No additional resources will be required for implementation of the revised Procedure at this time.

## **Communications Considerations**

The revised Procedure has been posted on the Board's internal/external website and will be communicated to the system, including through the System Leaders' Bulletin.

## **Board Policy and Procedure Reference(s)**

- Workplace Harassment Prevention Policy (P034)
- Human Rights Policy (P031)

## **Appendices**

- Appendix A: Workplace Harassment Prevention and Human Rights Procedure (PR515) – Revised Clean
- Appendix B: Workplace Harassment Prevention and Human Rights Procedure (PR515) – Tracked Changes Version
- Appendix C: Key Features of the Expedited Investigation Process

## **From**

Jim Spyropoulos, Executive Superintendent, Human Rights and Indigenous Education at [jim.spyropoulos@tdsb.on.ca](mailto:jim.spyropoulos@tdsb.on.ca)

Irit Kelman, Acting Senior Manager, Human Rights Office, at [irit.kelman@tdsb.on.ca](mailto:irit.kelman@tdsb.on.ca)

Ros Salvador, Senior Human Rights Policy, Education & Organizational Change Specialist, Human Rights Office, at [ros.salvador@tdsb.on.ca](mailto:ros.salvador@tdsb.on.ca)