

401: RESPECTFUL WORKPLACE (P)

Approved: 15 04 28

POLICY

School District 70 is committed to maintaining a respectful workplace where all employees enjoy a workplace environment in which they are valued, respected and are treated with dignity.

A respectful workplace is one in which all employees, students and members of the public demonstrate:

- **Respectful behavior at all times**
- **Mutual respect for all**
- **Collaborative working relationships**
- **Inclusion of other people based on the principles of human rights legislation**
- **Constructive management of differences including respectful dispute resolution and conflict management**
- **An appropriate use of authority when supervising others**

This policy is not intended to limit or constrain the reasonable exercise of management responsibilities and functions. As well, all employees have the right to report, in good faith, inappropriate behavior without fear of retaliation.

All employees who do not adhere to this policy will be subject to disciplinary action.

The following procedures will be followed should an employee feel that they are being harassed or bullied; or that violence in the workplace is occurring or may occur:

- **Bullying and Harassment Procedures (AP 4002)**
- **Violence in the Workplace Procedures (P 711)**

These procedures will be updated as needed to comply with all federal and provincial legislative requirements.