



401: Respectful Workplace (P)

First Review: 25 01 28

POLICY STATEMENT

Pacific Rim 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. Demonstrating dignity towards others is the shared responsibility of all members of the district community such that each complies with and enacts the purpose and spirit of the British Columbia Human Rights Code, the Canadian Charter of Rights and Freedoms and the Canadian Human Rights Act and Declaration of the Rights of Indigenous Peoples Act.

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 and invited guests who do not adhere to this policy will be subject to disciplinary action.

The following procedures will be followed should an individual 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)
- Health and Safety Violence in the Workplace (P 711)
- Violence in the Workplace (AP NEW)
- Parent/Guardian Code of Conduct (AP XXXX)

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

REFERENCES

BC Human Rights Code -[Human Rights Code](#)

Declaration of the Rights of Indigenous Peoples Act-

<https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/19044>

Canadian Charter of Rights and Freedoms- [The Canadian Charter of Rights and Freedoms](#)