



**DISTRICT SCHOOL BOARD
ONTARIO NORTH EAST**

Policy No. 1.2.29

Section: System Policies and Procedures

Related References: see list, p. 3

Appendices:

Approved: April 20, 2010

Revised: April 15, 2014

Review Date:

TITLE: SAFE WORKPLACES AND LEARNING ENVIRONMENTS

1.0 Rationale:

District School Board Ontario North East is committed to providing a learning and working environment in which all individuals treat each other with respect and dignity, and work and learn together in a safe and welcoming environment that is free from all objectionable behaviours including, but not limited to:

- Violence
- Harassment
- Bullying/Intimidation
- Discrimination
- And other items as identified in the Occupational Health & Safety Act

The Board holds high expectations for the conduct of its employees, its students, educational partners and any others associated with the school community. This policy applies to all members of the board community, including but not limited to, trustees, students, employees, visitors such as parents and community members, volunteers, permit holders, contractors and employees of other organizations who work on or are invited onto Board property.

2.0 Definitions:

3.0 Policy:

This policy is intended to provide a greater awareness of the value of establishing and maintaining respectful learning and working environments and of the need to respond to the damaging effects of objectionable behaviour.

PROCEDURES:

This policy and the related policies are supported by programs and procedures intended to define the issues and responsibilities to ensure the Board's compliance with all legislative requirements.

Other related policies of the Board which support this policy are:

- 1.2.2 Workplace Harassment
- 1.2.17 Occupational Health and Safety
- 1.2.28 Violence in the Workplace
- 2.1.2 Safe Arrival
- 2.1.3 Reporting of Child Abuse
- 2.1.6 Code of Conduct
- 2.1.7 Violence Prevention
- 2.1.10 Police & School Protocol
- 2.1.15 Safe Schools – Progressive Discipline
- 2.1.18 Safe Schools: Student Discipline, Bullying Prevention and Intervention
- 2.1.23 Managing Violent and Aggressive Student Behaviour
- 2.1.35 Concussion Policy