

**CHIGNECTO-CENTRAL
REGIONAL SCHOOL BOARD**

POLICY # HR-02

HARASSMENT

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The Chignecto-Central Regional School Board acknowledges its responsibility to promote a learning and working environment free from harassment. The Board will not tolerate harassment by students, staff, Board members or anyone associated with the school system in any capacity.

Accordingly, the Board expects the Superintendent of Schools (or designate) to prepare, implement and monitor guidelines and procedures such that:

- appropriate measures are taken to prevent and/or respond to incidents involving harassment;
- all harassment complaints are investigated;
- disciplinary action and/or remedial initiatives are undertaken as required; and,
- employees and/or students who, upon investigation, are found to have committed harassment or to have filed a complaint of harassment falsely or with malicious intent are subject to disciplinary action up to and including discharge (employees) or suspension to the fullest extent that the Education Act allows (students).