



Rationale

The Board of Directors recognizes that every person has a right to work in an environment free of harassment, abuse and violence. The Board of Directors will make every reasonable effort to ensure that no employee is subjected to such behavior in the context of the employment relationship.

Policy

In accordance with the intent of related human rights legislation and in light of the spirit of its Mission Statement, it is the goal of the Board of Directors to provide a supportive working environment, within which employees are treated with respect and dignity, free from harassment.

Regulation

Island Catholic Schools adheres to the Harassment Policy as outlined in the Diocese of Victoria, Responsible Ministry and Safe Environment Policy Handbook.

The policy provides definitions of harassment and outlines the steps to deal with harassment including:

1. Reporting on behalf of others
2. Reporting Personal Harassment
3. Mediation
4. Lodging a Formal Complaint
5. Bishops Adjudicator

The Diocese of Victoria Responsible Ministry and Safe Environment Policy Handbook is available on the Diocese of Victoria website under "Programs and Ministries".

Reference:	Approved
	Date Approved: June 1994
Cross-reference:	Date(s) Revised: September 2001