

<b>Section:</b>	<b>District Administration</b>	
<b>Title:</b>	<b>Respectful Schools and Workplaces Policy – Anti-Bullying, Harassment and Discrimination</b>	<b>110</b>

**Purpose**

To mandate the expectation for a respectful operating environment.

**Policy**

Mission Public Schools will structure its schools and workplaces to provide a safe, personally secure, and respectful environment that values and respects individual differences and does not undermine the dignity, self-esteem, or the respect of any person interacting with Mission Public Schools including elected officials, members of the public, parents, employees, and students.

Mission Public Schools will not condone, accept, or tolerate within its schools and workplaces, any bullying or harassing conduct, nor any acts of discrimination due to a persons’ race, colour, ancestry, place of origin, religion, political affiliation, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, or age, of that person or that group or class of persons, in accordance with the (BC) *Human Rights Code* and the *Workers Compensation Act*.

Mission Public Schools expects all individuals to show respect for others including respect for others’ rights, beliefs, ideas, and property.

**General Guidelines**

1. The Board, management, and employees share the responsibility of maintaining safe, personally secure, and respectful schools and workplaces that are free from bullying, harassment, or discrimination.
2. Mission Public Schools will ensure guidelines, procedures, and processes are in place to support respectful schools and workplaces and to:
  - a. provide support to address instances where students or employees are subjected to bullying, harassment, or discrimination, or
  - b. where members of the public interacting with Mission Public Schools feel bullied, harassed, or discriminated against due to actions of Mission Public Schools or its employees representing Mission Public Schools in an official capacity.
3. All employees and students are required to review this policy annually.

**Date of Original Board Approval:** Code of Conduct - February 2009 (Policy 19)  
Respectful Schools – February 2016 (Policy 25)

**Date Amended:** **September 17, 2019**

*Legal Reference:* *Workers Compensation Act – Section 115, OHS Regulation*  
*Human Rights Code (RSBC 1996), Chapter 210*

*Cross Reference:*     *Sexual Minority Policy*  
                              *Respectful Workplace: Anti-Bullying, Harassment, & Discrimination*  
                              *Respectful Schools: Student Codes of Conduct*