

PERSONNEL & EMPLOYEE RELATIONS	7000
HUMAN RIGHTS AND WORKPLACE HARASSMENT POLICY	7030

1. Rationale

Lakehead District School Board (LDSB) is committed to providing a safe, equitable and respectful working and learning environment. Lakehead District School Board promotes and supports the human rights of all individuals, as well as values equity and diversity. It is a shared responsibility across LDSB to foster a working and learning environment, where every individual is treated with respect.

2. Policy

It is the policy of LDSB to adhere to and uphold the Ontario Human Rights Code (the Code). Lakehead District School Board is committed to promoting a climate of understanding and mutual respect for each person. Harassment and discrimination based on the following grounds is prohibited:

sex (includes pregnancy);
 race;
 ancestry;
 place of origin;
 colour;
 ethnic origin;
 citizenship;
 creed (religion);
 age;
 record of offences (in employment);
 marital status;
 family status;
 disability;
 sexual orientation;
 gender identity; or
 gender expression.

This policy also includes any new prohibited grounds that may be added to the Ontario Human Rights Code at a future date and prior to policy review.

- 2.1 All LDSB students, employees/workers, trustees, and other users that work on or are invited on to LDSB premises, including prospective employees, volunteers, visitors, parents, guardians, and contractors, must adhere to and uphold the Code. Harassment and discrimination will not be tolerated or condoned.
- 2.2 Lakehead District School Board is committed to providing reasonable accommodation to fulfil obligations according to the Code. The Code also permits the creation of special programs at LDSB to address discrimination or inequality.
- 2.3 This policy also fulfills LDSB obligations to address workplace harassment according to the Occupational Health and Safety Act (OHSA).

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5.1.1.2 Teachers have additional responsibilities to:

foster learning environments that are safe, equitable and respectful that support human rights;
 respond to observations or allegations of harassment or discrimination; and
 refer or report observations or allegations of workplace harassment.

5.1.2 The Board of Trustees have responsibilities to:

engage in respectful conduct;
 through governance, create and promote a safe, equitable and respectful learning and working environment that supports human rights;
 ensure the director of education acts in compliance with the 7030 Human Rights and Workplace Harassment Policy, the Ontario Human Rights Code, and the Ontario Health and Safety Act; and
 refer concerns and complaints of harassment, discrimination, or workplace harassment to the director of education or designate.

5.1.2.1 In the event of a complaint against the director of education, the chair of the Board of Trustees shall seek external legal counsel and an external human resources expert to support the investigation and management of the complaint.

