



## POLICY #4.05

# WORKPLACE BULLYING AND HARASSMENT PREVENTION

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## PREAMBLE

The Burnaby School District seeks to provide a work environment which is supportive of the dignity and self-esteem of employees, and is free of workplace bullying and harassment.

## POLICY

**THE BOARD OF EDUCATION IS COMMITTED TO ENSURE THAT ALL STAFF ARE TREATED IN A FAIR AND RESPECTFUL MANNER. BULLYING AND HARASSMENT IS NOT ACCEPTABLE OR TOLERATED IN THE WORKPLACE.**

## OBJECTIVES

1. To provide a work environment at all District sites that is free of harassment or intimidation and supports staff dignity and self-esteem.
2. To educate and train staff to respond appropriately to incidents of bullying and harassment.

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Date Adopted: 2017-10  
Date(s) Revised: 2020-01  
2021-10

Cross References: Policy #5.08  
Statutory: Workers Compensation Act:  
Section 21, Policy P2-21-1/P2-22-1/ P2-23-2  
Other: *Burnaby School District Code of  
Conduct*