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### 2.3.1 SAFE LEARNING AND WORKING ENVIRONMENTS

The Board of Education recognizes Haida Law, *Yahgudang/Yahguudang* meaning 'respect'.

The Board is committed to maintaining learning and working environments that are free from all forms of discrimination, bullying and harassment and where every individual in its employ or care, is treated with respect, dignity and understanding.

All District programs and operations shall protect the rights of individuals and comply fully with the statutory requirements and provisions of the *Canadian Human Rights Act*, the *Canadian Charter of Rights and Freedoms*, and the *British Columbia Human Rights Code*.

Complaints or reports of discrimination, bullying and/or harassment are serious matters. A worker who is found to have made a frivolous, vexatious or malicious complaint may be subject to discipline, up to and including dismissal.

Retaliation against any individual who, in good faith, files a complaint or report of discrimination, bullying and/or harassment is unacceptable. If the retaliation is by an employee, it may result in discipline, up to and including dismissal.

This policy is intended to comply with WorkSafeBC's policies on workplace bullying and harassment.