

RESPECTFUL SCHOOLS AND WORKPLACES (EMPLOYEES)

The River East Transcona School Division recognizes the right of all employees in its facilities to work in a safe, caring, and respectful workplace. A safe, caring and respectful workplace is an environment free of behaviours including, but not necessarily limited to:

- violence;
- harassment;
- bullying;
- vandalism;
- unethical behaviours that undermine trust relationships in school and work settings;
- behaviours that contravene the Human Rights Code;
- behaviours considered inappropriate in a school or school-based workplace.

The River East Transcona School Division shall ensure, so far as is reasonably practicable, that no employee is subjected to disrespectful behaviour. All employees have an obligation to intervene in situations where disrespectful behaviour is directly observed or overheard and are encouraged to report incidents in accordance with the procedures set out in Policy Regulation *GBAA-R, Respectful Schools and Workplace Procedures*.

The River East Transcona School Division shall ensure that a full and complete investigation of all complaints occur, and if necessary, take appropriate corrective action in all cases where respectful workplace complaints are substantiated upon investigation.

Effective Date:	May 3, 2005	Policy	XXX
Amended Date:	January 18, 2011	Regulation	XXX
Board Motion(s):	235/05;6/11	Exhibit	
Legal/Cross Reference:			
