



**School District 19**  
(Revelstoke)

## *Revelstoke Board of Education*

### *Policy Manual*

---

#### **6.8 Bullying and Harassment**

The Board is committed to creating and maintaining a respectful learning and working environment free from bullying and harassment.

Bullying and Harassment is defined by WorkSafeBC Occupational Health and Safety Regulation as any inappropriate conduct or comment by a person or persons towards a worker that the person knew, or reasonably ought to have known, would cause that worker to be humiliated, offended or intimidated; but excludes any reasonable action taken by an employer or supervisor relating to the management and direction of workers or the place of employment.

The Board does not tolerate bullying or harassment and encourages all employees, parents, guardians, volunteers, contractors and other adults involved in the working or learning environment to report any incident of bullying or harassment. The Board of Education is committed to ensuring that any reports are accurately identified and resolved in a respectful, effective and timely manner.

#### Guidelines

1. Any individual who believes that he/she has been bullied or harassed is encouraged to:
  - 1.1. Attempt to resolve the issue by directly approaching the person(s) involved, stating clearly that the behavior or actions are objectionable and must be stopped; and/or
  - 1.2. Contact his/her supervisor, school Principal, Superintendent, Secretary-Treasurer, or union representative for advice and potential courses of action.
2. Anonymous complaints will not be investigated. The district is committed to safeguarding all employees willing to come forward from retaliation or reprisal.
3. District processes ensure consistent understanding and expectations regarding behaviours considered to be bullying or harassment and resolution procedures are in place to deal with any reported incidents.