

<p><i>Policy Manual</i></p> <p>PAGE: 4 of 4</p>	<p>Policy 20 TITLE: Welcoming, Caring, Respectful and Safe Working and Learning Environments</p> <p>APPROVED: March 8, 2016 AMENDED/REVIEWED: November 8, 2022</p>
<p>LEGAL REFERENCE: Section 8, 31, 33, 35, 35.1, 36, 37, 41, 51, 52, 53, 222 Education Act; Alberta Bill of Rights; Alberta Human Rights Act; Occupational Health and Safety Act; Teaching Profession Act; Superintendent Leadership Quality Standard; Canadian Charter of Rights and Freedoms; Criminal Code</p>	

certain unacceptable opinions or actions. The behaviour giving rise to a complaint is typically intentional in order to be considered harassment. This behaviour is often repeated; however, there may be instances of a singular vexatious event that may be considered harassment. The expectation is that the offender ought to reasonably know that the behaviour is offensive and unwelcome. Any member of the Division who believes he/she has been subjected to harassment is encouraged to make it known to the harasser that the behaviour is offensive and contrary to this Board Policy.

Discrimination: The abusive, unfair, or demeaning treatment of a person or group of persons that focuses on the protected areas of Human Right legislation, when such treatment has the effect or purpose of unreasonably interfering with that person’s or group’s status or performance, or of creating a hostile or intimidating educational environment

Bullying: A conscious, willful, deliberate, repeated and hostile activity marked by an imbalance of power, intent to harm and/or threat of aggression. It can occur within a peer group or between groups. It can occur at school and in extracurricular settings. It often includes a combination of forms of bullying.