



HARASSMENT Policy

Approved by the School Board 27 August 2018

- Rationale:** Cambridge Middle School is committed to remain a community free from any form of harassment which may occur when an employee is subjected to personally offensive verbal or physical behaviour which fails to respect the rights of others. Harassment includes sexual and racial harassment as well as bullying.
- Principles:**
- (a) The school aims to promote a comfortable and safe environment where employees can work free from offensive behaviours.
 - (b) The school will meet the requirements of the Human Rights Act, Employment Relations Act and Health & Safety in Employment Act.
 - (b) The school will clearly articulate what constitutes forms of harassment in the workplace.
- Policy Statement:** The School Board is committed to support the school in its endeavours to maintain a workplace free from any form of harassment.
- Key Responsibilities:** The Principal and the School Leadership Team have responsibility for the implementation of this policy and will oversee a process for the development of Harassment Guidelines for the school
- Review:** September 2021
- Related Information:** 1. Harassment Guidelines

