

**Statutory Compliance 3 – 8**

***Harassment Prevention Policy***

1. The Board of Education and its employees recognize the right and responsibility of employees, to work in an environment free from harassment.
2. It is in the interests of all concerned that the board and its employees cooperate in attempting to resolve, in a confidential manner, any complaints of harassment which may arise in work-related situations.
3. It is in the interests of all concerned that those who conduct business with the board and its employees do so in an environment free from harassment.
4. Complainants who are covered by a collective agreement shall follow the provisions of their applicable collective agreement. This policy covers circumstances where the employee complainant does not have specific recourse through a collective agreement.