



## Policy 22: Harassment Prevention and Resolution

### Purpose:

Yellowknife Education District No.1 (YK1) seeks to maintain a respectful workplace by creating an environment where the negative impact of harassment is understood by all and every individual is empowered to act when they see improper conduct.

### Statement

Harassment in any form, including in the use of social media, and abuse of authority constitutes improper conduct and will not be tolerated. It is prohibited for any YK1 employee or volunteer to subject any individual in the workplace to harassment.

YK1 is committed to providing a respectful workplace through the:

- a) prevention of harassment by:
  - i. promotion of this comprehensive harassment prevention and awareness policy,
  - ii. ensuring all staff are trained in harassment prevention and resolution
  - iii. advising all individuals with a YK1 workplace that they have the right to be treated respectfully and with dignity in a workplace free of harassment; and
  - iv. ensuring teachers, supervisors, and leaders at all levels take immediate steps, whether a complaint has been submitted, to stop any harassment that:
    - they witness; or
    - is brought to their attention,
- b) resolution of harassment by:
  - i. establishing efficient harassment complaint resolution processes,
  - ii. offering informal conflict resolution, in a timely fashion, if appropriate,
  - iii. taking steps in the workplace when it has been determined that harassment has not occurred but that an inappropriate behaviour exists; and
- c) monitoring of the effectiveness of this policy and other applicable policies.

This policy applies to all individuals within a YK1 workplace.

The Superintendent must develop and maintain an Administrative Procedure (Harassment AP 171) to operationalize this policy.

### References/Related Documents:

- Education Act
- Administrative Procedures
- WSCC Harassment Code of Practice, March 27, 2019
- <https://www.wsc.ca/documents/harassment-code-practice>
- NWT Human Rights Act 2020
- <https://nwthumanrights.ca/wp-content/uploads/2020/04/2020-HumanRightsAct.pdf>
- Canadian Charter of Rights and Freedoms
- <https://laws-lois.justice.gc.ca/eng/const/page-15.html>



## Policy 22: Harassment Prevention and Resolution

- Government of Northwest Territories: Harassment Free and Respectful Workplace Policy.
- [https://www.fin.gov.nt.ca/sites/fin/files/resources/harassment\\_free\\_and\\_respectful\\_workplace\\_policy\\_2017.pdf](https://www.fin.gov.nt.ca/sites/fin/files/resources/harassment_free_and_respectful_workplace_policy_2017.pdf)

Revision History			
Revision	Revision Description	Approved Date	Review Date
1	Adopted	April 2021	2022-2026 Board
2			