



**Department: Human Resources**  
**Section: Employee and Labour Relations**

The Annapolis Valley Regional School Board is committed to a healthy, safe and supportive workplace and is committed to providing a work environment that values diversity and where all persons are treated with respect and dignity. It is the right of all employees to work in an environment free from harassment, sexual harassment, and discrimination.

Harassment, sexual harassment, and discrimination (prohibited behaviour) affect the workplace and the well-being of individuals and will be addressed. The Nova Scotia *Human Rights Act* prohibits sexual harassment and discrimination on the basis of the protected characteristics set out in the Act. The Board's policy goes beyond the parameters of legislation by prohibiting other types of workplace harassment. This protection extends to conduct that occurs both on and off School Board property; any allegation of prohibited behaviour will be taken seriously and dealt with promptly.

This policy promotes awareness, prevention, and prompt resolution of prohibited behaviour.

### **Monitoring**

- The Director of Human Resources is responsible for the implementation, monitoring and revision of this policy.
- This policy will be monitored annually.