



BOARD POLICY	
Adopted	NEW -- M16-0066 (April 20, 2016) Policy (revised from Admin Procedure) 2014
Revised	April 2021
Review Date	April 2024

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## DISCRIMINATION AND HARASSMENT

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### 1. POLICY STATEMENT

The Halton District School Board (“the Board”) recognizes **that, consistent with the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), the Ontario Human Rights Code and the Canadian Charter of Rights and Freedoms**, the need to provide workplaces in which employees can work, students can learn, trustees can govern, and volunteers can participate, which

- fosters respect for the dignity, worth and well-being of all members of the Board’s community;
- provides an opportunity for all individuals to develop their full potential;
- is conducive to the pursuit of excellence; and
- is committed to ongoing education and awareness of the issues of discrimination and harassment.

The Board will not tolerate discrimination or harassment, including sexual harassment, in any workplace of the Board, which is contrary to the *Human Rights Code*, on the basis of age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status (including single status), gender identity, gender expression, sex (including pregnancy **and breastfeeding**), sexual orientation, and, in the case of employment, record of offences.

In addition, the Board also recognizes “Workplace Harassment” which means engaging in a course of vexatious comment or conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome.

“Workplace Harassment” includes sexual harassment, which is defined as:

- (i) engaging in a course of vexatious comment or conduct against a worker in a workplace because of sex, sexual orientation, gender identity or gender expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome, or
- (ii) making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny a benefit or advancement to the worker and the person knows or ought reasonably to know that the solicitation or advance is unwelcome;

### 2. SPECIFIC DIRECTIVES

Comprehensive procedures to address allegations of Discrimination and Harassment, including sexual harassment, can be found in the Administrative Procedure – Respectful Workplace Free of Discrimination and Harassment. These procedures can be accessed by any worker (including paid, volunteer or Trustee) or student who wishes to address Discrimination or Harassment in any workplace of the Board.

#### **Legal References:**

*Occupational Health and Safety Act*  
*Ontario Human Rights Code*

#### **Board References:**

Policy: **Respectful Workplace**; Employment Equity  
Administrative Procedure: Workplace Violence; Respectful Workplace Free of Discrimination & Harassment  
Occupational Health & Safety Act

#### **Resource Support**

*Superintendent of Human Resources*