

SCHOOL DISTRICT NO. 92 (NISGA'A)

Regulation Subject: HARASSMENT/SEXUAL HARASSMENT, BULLYING AND INTIMIDATION

Date Passed: 2007.02.13

Date Amended:

Reviewed/no change: February 22, 2011

Description:

HARASSMENT/SEXUAL HARASSMENT, BULLYING AND INTIMIDATION

Regulation No. 320-R

1. The Superintendent or the Secretary Treasurer shall ensure that complaints of harassment, bullying or intimidation by trustees, district employees, volunteers, sponsors, parents or students is properly investigated and appropriate action taken where the complaint is substantiated.
2. No person shall be subject to reprisal, threat of reprisal, or discipline as a result of filing a bona fide complaint of harassment, bullying or intimidation. The person against whom the complaint is made shall be given full access to the allegations and nature. Complaints of bullying, intimidation and harassment which are substantiated will be treated seriously and in no case will such complaints be minimized or trivialized, or the complainants left to deal with it themselves.
3. The rights and interests of all parties (complainants and respondent) shall be considered when appropriate actions are decided.
4. In the event that the complaint is found to be fabricated or malicious, appropriate action will be taken.
5. All incidents or reports of harassment, bullying and intimidation involving students shall be recorded in the school discipline file.
6. Students who engage in acts of harassment, bullying and intimidation while at school, at any school function, in connection to or with any District sponsored activity or event, or while enroute to and from school are subject to disciplinary action, up to and including suspension or, where the student is 16 years or older, suspension or expulsion, in accordance with District policy on student conduct.
7. All schools shall develop and implement educational programs on bullying, harassment and intimidation.
8. This policy must be reviewed annually at the September 'Staff Orientation Day' or alternately at school staff meetings immediately following.