




The inherent right of all individuals to be treated with dignity and respect is central to Catholic values and beliefs. Edmonton Catholic Separate School District #7 is committed to the creation of a working environment which fosters mutual respect for the dignity and well being of all employees and volunteers.

The work of Edmonton Catholic Schools is built on the teachings and living example of Jesus. Those teachings centre on relationships with God and relationships with each other. A significant role for each person within Edmonton Catholic Schools is to model and encourage the development of healthy and life-giving relationships. Edmonton Catholic Schools also challenges members of its community to be sensitive to the effect of harmful relationships on individuals and on the life of the community. Harassment is an example of behaviour which can cause damage in relationships and, as such, must be addressed by Catholic education communities.

Catholic tradition teaches that each person must be treated with reverence and dignity because each is made in the image and likeness of God. Harassment violates the essential dignity of the human person and has no place in an organization which espouses and promotes Gospel values.

All employees and volunteers of the District have a right to a work environment free of harassment. Any act of harassment shall be considered unacceptable conduct at work, on district grounds, or at district sponsored activities. Accordingly, the district will ensure that appropriate measures are taken to discourage harassment.

No individual will be penalized for making a complaint or giving evidence in an investigation of harassment unless it is malicious and/or without foundation. In this circumstance, the district will take action as deemed appropriate. This could include disciplinary action.

Reference: District Governance Policy EL#5 Human Rights, Citizenship and Multiculturalism Act	Approved: 
Cross-reference: AP 109, 209	Date Approved: April 3, 2000 Date(s) Revised: June 27, 2003; June 7, 2007