

The River East Transcona School Division recognizes the right of all trustees and employees in its facilities to work in a safe, caring, and respectful workplace. A safe, caring and respectful workplace is an environment free of disrespectful behaviours including, but not necessarily limited to:

- violence;
- harassment;
- bullying;
- discrimination;
- other behaviours considered inappropriate in a school or school-based workplace as set out in the River East Transcona School Division Code of Conduct for employees and trustees.

The River East Transcona School Division shall ensure, so far as is reasonably practicable, that no employee or trustee is subjected to disrespectful behaviour. All trustees have an obligation to intervene in situations where disrespectful behaviour is directly observed or overheard and are encouraged to report incidents in accordance with the procedures set out in Policy Regulation BC-R, *Respectful Schools and Workplace Procedures (school board members)*.

The board chair, or vice chair, shall ensure that a full and complete investigation of all complaints occur, and take appropriate corrective action in all cases where respectful workplace complaints are substantiated upon investigation.

Effective Date:	October 18, 2022	Review Date:
Amended Date:		
Board Motion(s):	245/22	
Legal/Cross Reference:	BC-R- Respectful Schools and Workplaces (School Board Members) Regulation; Trustee Code of Conduct	