



CATHOLIC INDEPENDENT SCHOOLS OF KAMLOOPS DIOCESE

HUMAN RESOURCES RESPECTFUL WORKPLACE - 412B

Rationale

The Roman Catholic Diocese of Kamloops (RCDK) and the CISKD Board of Directors recognizes that every person has a right to work in an environment free from discrimination, bullying and harassment. The Board of Directors will make every reasonable effort to ensure that no employee is subjected to such behavior in the context of the employment relationship.

Policy

In accordance with the intent of related human rights legislation and in light of the spirit of its Mission Statement, the RCDK and CISKD Board of Directors are committed to providing a collegial working environment in which all individuals are treated with respect and dignity. Each individual has the right to work in a professional atmosphere that is equitable, respectful, and free from bullying, harassment, and discrimination.

This policy statement applies to all workers, including permanent, temporary, casual, contract, and student workers. It applies to interpersonal and electronic communications.

This policy will be reviewed by the CISKD Board of Directors every year. All workers will be provided with an up-to-date copy.

Regulation

The CISKD adheres to the Respectful Workplace Policy as outlined in the Diocese of Kamloops, Creating a Safe Environment. This policy applies to all individuals working for the Diocese.

The policy provides definitions of bullying and harassment, discrimination, retaliation, and malicious complaints and outlines the steps to deal with harassment including:

1. Rights and responsibilities
2. Procedures for reporting
3. Dealing with complaints
4. Remedial action

Reference

Workplace BC - Bullying and Harassment Policy Statement

Independent Schools Act

Policy 108 – Code of Ethics for Catholic School Educators

Policy 307 – Major Complaints and Appeals - Employees

Policy 415 – Personal and Professional Boundaries

Date Approved: IP June 2023
Date(s) Revised: