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Title: **RESPECTFUL LEARNING AND WORKING ENVIRONMENT**

Adopted: November 2, 2010

Reviewed: October 1, 2013

Revised: January 2018

Related: HR 001 – Workplace Harassment  
HR 002 - Occupational Health and Safety  
HR 003 – Respectful Learning and Working Environment  
HR 004 – Violence in the Workplace  
SHSM 002 – Student Discipline  
SHSM 003 – Code of Conduct  
SHSM 004 – Bullying Prevention and Intervention  
SHSM 007 – Digital Citizenship

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## **Policy**

It is the policy of the Bloorview School Authority that the learning and working environment of the school is one in which all individuals treat each other with respect and dignity, working and learning together in an environment that is free from all objectionable conduct.

## **Principles**

1. This policy applies to all members of the Authority community, including but not limited to: trustees, students, employees, visitors such as parents and community members, volunteers, permit holders, contractors and employees of other organizations who work on or are invited onto Authority property.
2. The Authority holds high expectations for the conduct of its employees, its students, educational partners and any others associated with the school community.
3. This policy is intended to provide a greater awareness of the value of establishing and maintaining respectful learning and working environments and of the need to respond to the damaging effects of objectionable behaviour.

4. Objectionable conduct could include (but not be limited to):
  - Violence
  - Harassment
  - Bullying/Intimidation
  - Discrimination
  - Digital citizenship
  
5. This policy and the related policies are supported by programs and procedures intended to define the issues and responsibilities to ensure the Authority's compliance with all legislative requirements.