



SECTION:	Foundations and Basic Commitments	APPROVAL DATE:
SUBSECTION:	The Dignity of Person	October 5, 2009
POLICY NAME:	Respectful Working and Learning Environments	LAST REVISED:
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#### RIGHTS AND RESPONSIBILITIES

Wellington Catholic District School Board strives to maintain a working and learning environment that is free from unwelcome or intimidating behaviour that could create an unsafe and /or unhealthy environment and could interfere with job performance and the ability to learn.

#### **Responsibilities of All Persons in Board Working/Learning Environments**

It is the responsibility of every person to create and contribute to a climate of understanding and mutual respect for the rights and dignity of each individual by:

- showing courtesy and self discipline in actions and words;
- seeking informal problem solving of issues;
- respecting rules, regulations and practices that are in place which provide for safe and secure learning and working environments;
- demonstrating honesty, integrity and behaviours that are representative of a positive and supportive atmosphere; and
- showing proper care and regard for Board property and for the property of others.

#### **Responsibilities of the Board**

- It is the responsibility of the Wellington Catholic District School Board to recognize the dignity and worth of every person and to provide for fairness and equal opportunities without discrimination.
- It is a commitment of the Wellington Catholic District School Board to work towards the elimination of objectionable behaviour in our schools and workplaces.
- It is the duty of the Wellington Catholic District School Board to maintain an environment that is safe, nurturing and positive for all persons served by it.

By knowing your rights and responsibilities, you can stop objectionable behaviour. Anyone who feels that they are being subjected to objectionable behaviour has the right and responsibility to tell the individual concerned that the behaviour is offensive, unwelcome, and must cease. They also have the right to report the objectionable behaviour to someone in a position of authority who can facilitate resolution of the matter.

**If you are experiencing objectionable behaviour, contact your Principal, Manager/Supervisor or Supervisory Officer.**