

Adopted: February 1, 2017 (M17-0020)
Revised: February 2019; November 2023
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Objectives

The Halton District School Board (“HDSB”) promotes a respectful, positive, and healthy workplace that preserves the dignity of all members of the HDSB’s community and creates a culture that supports physical, emotional, and social well-being. The HDSB believes it is the collective responsibility of all employees to foster an environment of mutual respect.

A respectful workplace is one that values diversity and inclusion, dignity of the person, courteous and professional conduct, fairness and equality, positive communication between people and collaborative working relationships.

Policy Statement

HDSB staff are expected to model respect, civility and professionalism at board and school settings, and at school-based activities. HDSB staff are expected to demonstrate, through personal conduct and presentation, regard for public education, for colleagues, and for each student’s right to learn in a safe, inclusive and accepting environment.

Guiding Principles

The HDSB strives to create a respectful and inclusive workplace that values and appreciates the diversity and contributions of all its employees.

A respectful workplace enhances the well-being of employees, improves job performance and inspires collaboration, all of which result in better service to students and the public.

Respectful Workplace

Board Policy

All employees of the HDSB have a collective responsibility to model respectful conduct and promote a respectful workplace.

All employees are accountable for appropriate intervention when disrespectful conduct is occurring, and participating in processes under this policy. Early intervention and non-adversarial approaches are intended to prevent escalation.

Legal References

Occupational Health and Safety Act
Ontario Human Rights Code RSO 1990 c H.19, s. 2(1), 5(1) and 5(2)
Ontarians with Disabilities Act

Board References

Administrative Procedures: Violence Prevention in the Workplace ; Respectful Workplace Free of Discrimination and Harassment
Board Policies: Code of Ethics; Employment Equity; Equity and Inclusive Education; Health and Safety
HDSB Code of Conduct

Resource Support

Superintendent of Human Resources