

SECTION 3 : STAFF

3.5 WORKPLACE HARASSMENT: STAFF

RATIONALE

A 'Spirituality of the Heart', on which the ethos of Daramalan College is based, presupposes that all staff members at Daramalan will have a deep respect for one another.

POLICY

Workplace harassment among staff members at Daramalan College is unacceptable. Reported incidents will be treated seriously. The College Staff Harassment Policy will be followed.

DESCRIPTION

Workplace harassment consists of offensive, abusive, belittling or threatening behaviour, which is unwelcome, unsolicited, unreciprocated and often repeated. It should not be confused with legitimate comment and advice, including feedback from supervisors about work performance or work related behaviour.

Examples of workplace harassment include:

- abuse, both written and oral
- insulting or threatening gestures
- offensive physical contact
- interference with a person's work space
- unwanted sexual overtures, references to personal life
- continual exclusion of a person or group from normal conversation
- spreading misinformation or malicious rumours
- pictures, emails and social media, graffiti, phone calls, messages that are offensive.

APPLICATION

The College Staff Harassment Policy will be followed.

Revised and re-approved August 18, 2015