

Manville Public Schools Policy Statement - Harassment

- The Board of Education shall maintain an instructional and working environment that is free from harassment of any kind. Harassment is conduct by an employee which has the purpose or effect of creating an intimidating, hostile or offensive working environment, has the purpose or effect of unreasonably interfering with an individual's work performance, or otherwise similarly affects an individual's employment opportunities. Harassment includes, but is not limited to, that relating to an employee's gender, national origin or religious identification. Employees are selected because of their ability, availability, capability, aptitude, experience, education, health and a willingness to work and serve. Intimidating and generally threatening a subordinate may be viewed as unlawful harassment. District employees are urged to be cognizant of the sensitivities and differing backgrounds of subordinates. The Manville Public Schools will not tolerate behaviour which interferes with an employee's progress and/or undermining the employee's work. Administrators and supervisors will make it clear to all staff, pupils and vendors that harassment is prohibited.

- Sexual harassment of staff or children interferes with the learning process and will not be tolerated in the Manville Public Schools. Any child or staff member who has knowledge of or feels victimized by sexual harassment should immediately report his/her allegation to the affirmative action officer or his/her immediate supervisor or building principal, **This policy statement will be distributed to all staff members.**