



Respectful Learning and Working Environment Policy (P073)

To: Governance and Policy Committee

Date: 13 January, 2021

Report No.: 01-21-4003

Strategic Directions

- Transform Student Learning
- Create a Culture for Student and Staff Well-Being
- Provide Equity of Access to Learning Opportunities for All Students
- Allocate Human and Financial Resources Strategically to Support Student Needs
- Build Strong Relationships and Partnerships Within School Communities to Support Student Learning and Well-Being

Recommendation

It is recommended that the Respectful Learning and Working Environment Policy (P073), as presented in this report, be rescinded.

Context

The Toronto District School Board's (TDSB) Respectful Learning and Working Environment Policy (P073), (the 'Policy') was adopted on June 23, 2010 and has not been reviewed since adoption. There are no operational procedures under this Policy.

The Policy's (see Appendix A) stated objective is "to provide a learning and working environment in which all individuals treat each other with respect, dignity and learn to work in an environment that is free from all objectionable conduct including violence, harassment, bullying/intimidation and discrimination".

Staff have recently conducted an internal review of the Policy. Result of the review indicates that provisions of the Policy are addressed and reflected in a number of current TDSB policies, including the Human Rights Policy (P031), Workplace Harassment Prevention Policy (P034), Equity Policy (P037), Occupational Health and Safety Policy (P048), Caring and Safe School Schools Policy (P051), and Workplace Violence Prevention Policy (P072).

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The Respectful Learning and Working Environment Policy (P073) has four main provisions (3.1 – 3.4). The following list outlines current TDSB policies that correspond to P073's four provisions:

- Caring and Safe Schools Policy (P051): sections 3.1, 3.2, 3.3, 3.4
- Equity Policy (P037): sections 3.1, 3.2, 3.3, 3.4
- Human Rights Policy (P031): sections 3.1, 3.2, 3.3, 3.4
- Occupational Health and Safety Policy (P048): sections 3.1, 3.3, 3.4
- Workplace Harassment Prevention Policy (P034): sections 3.1, 3.2, 3.3, 3.4
- Workplace Violence Prevention (P072): sections 3.1, 3.2, 3.3, 3.4

These policies provide clear directions and expectations, and are supported by 25 operational procedures as outlined in the Appendix B. The Policy, therefore, is found to be repetitive and redundant, and it is recommended for rescission.

This recession recommendation was reviewed and approved by Executive Council on January 5, 2021.

Action Plan and Associated Timeline

Subject to Committee's approval, the Policy will be submitted to the Board of Trustees for final approval.

Resource Implications

Not applicable.

Communications Considerations

Following approval by the Board of Trustees, the Policy will be rescinded and removed from the TDSB website and a corresponding communication will be circulated to staff through the System Leaders' Bulletin.

Board Policy and Procedure Reference(s)

- Caring and Safe Schools Policy (P051)
- Equity Policy (P037)
- Human Rights Policy (P031)
- Occupational Health and Safety Policy (P048)
- Workplace Harassment Prevention Policy (P034)
- Workplace Violence Prevention (P072)

Appendices

- Appendix A: Respectful Learning and Working Environment Policy (P073)
- Appendix B: Complete List of Relevant Policies and Associated Operational Procedures

From

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Toronto District School Board

Policy P073

Title: RESPECTFUL LEARNING AND WORKING ENVIRONMENT

Adopted: June 23, 2010

Revised:

Review:

1.0 OBJECTIVE

To provide a learning and working environment in which all individuals treat each other with respect, dignity and learn to work in an environment that is free from all objectionable conduct including violence, harassment, bullying/intimidation and discrimination

2.0 DEFINITIONS

Working environment is any place where employees, students and other users perform work or work-related duties or functions. Schools and school-related activities, such as extracurricular activities and excursions, comprise the workplace, as do Board offices and facilities. Conferences and training sessions fall within the ambit of this policy.

3.0 POLICY

- 3.1. The Board holds high expectations for the conduct of its employees, its students, educational partners and any others associated with the school community;
- 3.2. This policy applies to all Board students, employees, trustees and other users such as members of consultative committees, clients of the Board, parents, visitors, volunteers, permit holders, contractors and employees of organizations not related to the Board but who nevertheless work on or are invited onto Board premises.
- 3.3. This policy is intended to provide a greater awareness of the value of establishing and maintaining respectful learning and working environments and the need to respond to the damaging effects of objectionable conduct;
- 3.4. This policy and the underlying policies are supported by programs and procedures intended to define the issues and responsibilities to ensure the Board's compliance with all legislative requirements.

4.0 SPECIFIC DIRECTIVES

The Director has authority to issue operational procedures to implement this policy.

5.0 REFERENCE DOCUMENTS

Board documents

To find related TDSB policies and procedures, search for *safe schools* on the Board's Policies, Procedures and Forms website: <http://www.tdsb.on.ca/ppf/Search.aspx>

Legislation

Occupational Health and Safety Act

Complete List of Relevant Policies and Associated Operational Procedures

- Caring and Safe Schools Policy (P051)
 - Procedure 523 - Trespass to Property
 - Procedure 524 - Search and Seizure
 - Procedure 540 - Non-discretionary and Discretionary Student Transfers
 - Procedure 569 - Crisis and Incident Reporting
 - Procedure 585 - Board Code of Conduct
 - Procedure 586 - Programs for Students on Long-term Suspensions and Expulsions
 - Procedure 594 - Suspension Appeal Meetings
 - Procedure 595 - Expulsion Hearings
 - Procedure 602 - Hearing of an Appeal Under Section 265(1)(m) of the Education Act
 - Procedure 694 - Video Surveillance
 - Procedure 695 - Threats to School Safety
 - Procedure 697 - Promoting a Positive School Climate
 - Procedure 698 - Police-School Board Protocol
 - Procedure 702 - Progressive Discipline and Promoting Positive Student Behaviour
 - Procedure 703 - Bullying Prevention and Intervention

- Equity Policy (P037)
 - N/A

- Human Rights Policy (P031)
 - Procedure 515 - Workplace Harassment Prevention and Human Rights
 - Procedure 728 - Reporting and Responding to Racism and Hate Incidents Involving or Impacting Students in Schools

- Occupational Health and Safety Policy (P048)
 - Procedure 601 - Safe Use of Power Tools
 - Procedure 659 - Employee Accident or Injury
 - Procedure 664 - Temperature Guidelines
 - Procedure 665 - Electrical Safety
 - Procedure 678 - Vending Machine Installation

- Procedure 686 - Barbecue Safety
- Procedure 701 - Green Cleaning
- Procedure 730 - COVID-19 Mask Procedure

- Workplace Harassment Prevention Policy (P034)
 - Procedure 515 - Workplace Harassment Prevention and Human Rights

- Workplace Violence Prevention (P072)
 - N/A

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