



HUMAN DIGNITY POLICY (BULLYING, HARASSMENT)

September 2008

Delta Christian school intends to provide its staff members and students with a safe Spirit-filled environment, one that is free from offensive kinds of behaviour. Conduct – whether intentional or unintentional – that subjects another person to unwanted attention, comments, or actions because of race, national origin, age, sex, physical characteristics, or disability is not permitted. Instead, we expect all persons to treat each other with respect because they are created to reflect God himself.

- A. We do not condone or allow harassment of others by teachers, administrators, support staff, students or other persons both at school or school events.
- B. Any person who believes he or she has been subjected to harassment should report it immediately to an appropriate superior. Students may report to a teacher, administrator, or counselor. Teachers should report an offence to their administrator, or if it is the administrator he or she is reporting, to the chairperson of the board of trustees. Each report will be given serious consideration and investigated appropriately.
- C. Reports of harassment and subsequent investigations will be handled discreetly to avoid embarrassment of the person making the report or a person who may be unjustly accused.
- D. Any person who is determined to have violated this policy will be subject to disciplinary action including the possibility of employment termination (for staff members) or expulsion (for students).
- E. Sexual harassment includes:
 - Making unwelcome sexual advances
 - Engaging in improper physical contact
 - Making improper sexual comments

- Writing a note to someone else, either electronically or by hand, with content that may be construed as sexual
 - Using words (written or spoken), pictures, objects, gestures, or actions relating to sexual activity to create a sexually intimidating, hostile, or offensive learning or working environment
- F. Any other form of ridicule of others based on race, physical characteristics, ability, family background or similar feature is harassment. Persons engaging in this behaviour will be disciplined.
- G. All students and all school employees are expected to conduct themselves with respect for the dignity of others.