



POLICY # E.5.C

## Harassment and Discrimination Prevention Investigation and Resolution

All forms of harassment and discrimination are contrary to the beliefs and values of SEC. SEC is committed to providing a work and educational environment that is free from harassment and discrimination and to upholding the inherent right of individuals to be treated with dignity and respect.

The procedure which follows will

- provide employees with an overview of *The Human Rights Code* and other legal requirements in providing a respectful workplace,
- increase employee awareness of harassment and discrimination,
- provide employees with the knowledge required to identify and define behaviours that may constitute harassment or discrimination, and
- outline the steps to take to ensure resolution of harassment and discrimination issues.

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