

DEFINITIONS OF HARASSMENT PER THREE RELEVANT DOCUMENTS

Workplace bullying and harassment (WorkSafeBC)

Includes any inappropriate conduct or comment by a person towards a worker that the person knew or reasonably ought to have known would cause that worker to be humiliated or intimidated but excludes any reasonable action taken by an employer or supervisor relating to the management and direction of workers or the place of employment.

School District Policy 7210.1

1. Definitions

1.1 **Bullying and Harassment:** inappropriate conduct or comment by a person towards an employee that the person knew or reasonably ought to have known would cause that worker to be humiliated or intimidated, but excludes any reasonable action taken by an employer or supervisor relating to the management and direction of workers or the place of employment.

Examples of conduct or comments that might constitute Bullying and Harassment include:

- a. Words, gestures, actions or practical jokes, the nature consequence of which is to humiliate, ridicule insult or degrade
- b. Threats or intimidation
- c. Cyber bullying
- d. Physical assault
- e. Persistent rudeness, taunting, malicious gossip, patronizing behaviour, vandalizing belongings or other conduct which adversely affects working conditions or work performance

Provincial Collective Agreement

E2.2. Definitions

a. Harassment includes:

- i. sexual harassment; or
- ii. any improper behaviour that would be offensive to any reasonable person, is unwelcome, and which the initiator knows or ought reasonably to know would be unwelcome; or
- iii. objectionable conduct, comment, materials, or display made on either a one-time or continuous basis that would demean, belittle, intimidate, or humiliate any reasonable person; or
- iv. the exercise of power or authority in a manner which serves no legitimate work purpose and which a person ought reasonably to know is inappropriate; or
- v. misuses of power or authority such as intimidation, threats, coercion and blackmail.