

Policy and Information Release

This notice is intended for Regional Centres for Education (RCEs), Conseil scolaire acadien provincial (CSAP), and principals. Please convey to all staff for whom this information is relevant.

Respectful Workplace Policy

The Department of Education and Early Childhood Development (EECD) is pleased to share the *Respectful Workplace Policy*, which has been developed in collaboration with the Regional Centres for Education (RCEs) and the Conseil scolaire acadien provincial (CSAP), including the Directors of Human Resources, and with consultation and input from the Public School Administrators Association of Nova Scotia (PSAANS), the Nova Scotia Teachers Union (NSTU), the Nova Scotia Government and General Employees Union (NSGEU), and the Canadian Union of Public Employees (CUPE).

The *Respectful Workplace Policy* informs employees of the requirements and expectations for acceptable conduct in the workplace. This policy goes beyond the parameters of legislation by prohibiting additional types of workplace harassment and provides clear guidance to RCEs and the CSAP to promptly address reports of prohibited behaviour by an employee.

This policy will replace RCE/CSAP policies currently in place. The directives outlined in this policy are in addition to, not in place of, those set out in other relevant legislation, policies, guidelines, and applicable provisions in collective agreements.

EECD acknowledges that there are administrative duties associated with this policy and that RCE/CSAP Human Resources staff will play a significant role in its implementation. We are committed to working with RCEs and the CSAP to ensure this policy is successfully put into practice.

Hon. Brendan Maguire

Minister of Education and Early Childhood Development