

**POLICY 200.8-**  
**BULLYING, CYBERBULLYING, INTIMIDATION, HARASSMENT, AND**  
**DISCRIMINATION: UNIVERSAL**

School District No.73 Business Company recognizes that students, employees, teacher assistants are entitled to a positive, safe and secure environment free from bullying, cyberbullying, intimidation, harassment, and discrimination and that it has a duty to promote acceptance and respect for all who are present in the distributed learning program.

**DEFINITIONS**

1. Bullying, cyberbullying, intimidation, harassment, and discrimination are often used interchangeably. For this policy:
  - 1.1. Bullying is defined as a pattern of repeated aggressive behaviour, with negative intent, directed from one person to another where there is a power imbalance.
  - 1.2. Cyberbullying is bullying that involves the use of a digital platform.
  - 1.3. Intimidation is the act of instilling fear in someone as a means of controlling another person.
  - 1.4. Harassment is any inappropriate conduct or comment by an individual toward another person that the individual knew or reasonably ought to have known which would cause that person to be humiliated and/or degraded.
  - 1.5. Discrimination is when an individual, or a group of individuals, have been singled out and treated adversely or differently than others due to group characteristics such as race, colour, religious belief, sexual orientation, or gender identity or expression.
  - 1.6. Bullying, cyberbullying, intimidation, harassment, and discrimination excludes any reasonable action taken by an employer, supervisor, or other individual relating to the management and directions of employees or the place of employment or the implementation of any statutory or regulatory duty.

## 2. REGULATIONS

- 2.1. School District No.73 Business Company Administration shall ensure that any complaint of bullying, cyberbullying, intimidation, harassment, and discrimination by employees, teacher assistants, parents or students is properly investigated, and appropriate action taken.
- 2.2. All complaints of bullying, cyberbullying, intimidation, harassment, and discrimination shall be investigated.
- 2.3. No person shall be subject to reprisal, threat of reprisal, or discipline as a result of filing a bona fide complaint of bullying, cyberbullying, intimidation, harassment, and discrimination. The person against whom the complaint is made shall be given full access to the allegations and nature of the complaint. Complaints of bullying, cyberbullying, intimidation, harassment, and discrimination which are substantiated will be treated seriously and in no case will such complaints be minimized or trivialized, or the complainants left to deal with it themselves.
- 2.4. The rights and interests of all parties (complainant and respondent) shall be considered when appropriate actions are decided.
- 2.5. In the event that the complaint is found to be frivolous or vexatious, the complainant may be subject to discipline.
- 2.6. All incidents or reports of bullying, cyberbullying, intimidation, harassment, and discrimination involving students shall be documented in the student file and reported immediately to the home school.
- 2.7. Students who engage in acts of bullying, cyberbullying, intimidation, harassment, and discrimination while enrolled in a distributed learning course, are subject to disciplinary action, up to and including suspension from courses or, where the student is sixteen (16) years or older, suspension or removal from distributed learning courses in accordance with School District 73 Business Company policy on student conduct.
- 2.8. School District No. 73 Business Company Administration shall adhere to the provisions and guidelines of the B.C. Human Rights Code, with emphasis on:
  - 2.8.1 Section 7 (Discriminatory Publication)
  - 2.8.2 Section 8 (Discrimination in Accommodation, Service and Facility)
  - 2.8.3 Section 11 (Discrimination in Employment Advertising)

2.8.4 Section 12 (Discrimination in Wages)

2.8.5 Section 13 (Discrimination in Employment)