

# REGINA PUBLIC SCHOOL TEACHERS' ASSOCIATION

## POLICY

### “Teacher Harassment”

#### **Belief:**

The Regina Public School Teachers' Association believes that it is the responsibility of the Board of Education of Regina Public Schools to provide work environments free from physical attack, verbal abuse, or other harassment.

#### **Definition:**

Teacher harassment/abuse is the sexual, physical, verbal, or emotional abuse made by a person, student, or adult, towards a teacher arising from the school setting.

1. Sexual abuse may involve sexual relations without consent, unwanted sexual touching, or being forced to engage in humiliating, degrading sexual activity.
2. Coercion or the threat of coercion, used to gain the compliance of the victim, is unacceptable.
3. Physical abuse may involve punching, kicking, slapping, pushing, choking, biting, hair pulling, physically confining or controlling the movements of a person or striking with an object or assaulting with a weapon.
4. Emotional and verbal abuse may involve intimidating, terrorizing, threatening, humiliating, insulting, pressuring, destruction of property, using profane or inappropriate language, making ethnic, religious, or racial slurs, or yelling and screaming to induce fear.

#### **Regulations:**

In the event that an RPSTA member is harassed, the RPSTA and Regina Public Schools should support a coordinated effort between the RPSTA and Regina Public Schools to:

1. Take steps to ensure that the teacher is protected from further harassment. Such steps might include time away from duties, with pay;
2. Provide clear and meaningful support to teachers; and
3. Provide medical and legal support as required.
4. Offer counseling services at RPSTA/Regina Public Schools expense.

**Approved by Executive December 18<sup>th</sup>, 2006**

**Approved by the Assembly of the RPSTA February 5<sup>th</sup>, 2007  
In effect immediately**

(approved by Executive December 18<sup>th</sup>, 2006, to be taken to Assembly January 8<sup>th</sup>, 2007)