

505 Employee Welfare

Revised: September 25, 2001

Revised: January 31, 2007

Revised: June 23, 2010

Revised: December 6, 2016

Policy

This policy upholds the shared values of trust, respect, responsibility and collaboration in the North Vancouver School District and underscores the Board's commitment to nurturing an inspiring and healthy work and learning environment for all. The policy and administrative procedures are intended to support employees in their service relationships and outline the expectations and responsibilities of each employee in contributing to a positive and productive workplace culture.

The Board believes that all employees, regardless of their race, colour, ancestry, place of origin, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, or age of that person or that group or class of persons, deserve to work in a respectful environment that is safe, inclusive and welcoming.

The Board is committed to engage in personnel practices that are sensitive to the welfare and health and safety of employees and that enhance the productivity of employees. To that end, the Board has entered into a number of collective agreements with employee groups or contracts of employment with individual employees, all of which include references to personnel practices.

Notwithstanding its obligations in collective and individual contractual agreements, the Board will support additional administrative procedures that are considerate of employee welfare, health and safety.

Resources

[WorkSafeBC \(the Worker's Compensation Board of BC\)](#)
[BC Human Rights Code](#)