

PERSONNEL

Healthy Work Environment

The School Board supports the rights of employees to have work environments that are free of abusive conduct and authorizes the Superintendent to develop regulations and/or procedures to address complaints regarding abusive work environments. Such regulations and/or procedures will:

1. Identify acts that a reasonable person would find abusive.
2. Provide for the appropriate corrective action for acts that are found to contribute to an abusive work environment.
3. Prohibit retaliation against any employee who alleges an abusive work environment or assists in the investigation of an abusive work environment.

Complaints of discrimination or harassment addressed under other School Board policies or regulations will be investigated and addressed under those policies and regulations and will not be considered separate complaints. If the acts that are alleged to cause an abusive work environment are alleged to be caused by a School Board Member or the Superintendent, such complaints and supporting evidence will be referred to the School Board Governance Committee to make a recommendation to the School Board as to how to resolve the complaint. The Superintendent or designee or the School Board are authorized to take reasonable, remedial measures to provide a work environment that is free of abusive conduct pending the final resolution of the complaint.

Editor's Note

~~See School Board Policy 4-4 for Equal Employment Opportunity, Non-discrimination and anti-harassment and Compliance.~~

Legal Reference

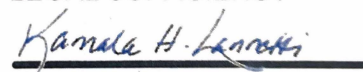
Code of Virginia § 22.1-291.4 as amended. Bullying and abusive work environments prohibited.

Related Links

School Board **Policy 4-4**

Adopted by School Board: October 23, 2018
Amended by School Board: July 20, 2021

APPROVED AS TO
LEGAL SUFFICIENCY


Kamala H. Lencioni