

## 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 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.

### Legal Reference:

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

### **Editor's Note**

See School Board [Policy 4-4](#) for *Equal Employment Opportunity, Non-discrimination and anti-harassment and Compliance*.

Adopted by School Board: