



Vancouver School Board

School District No. 39 (Vancouver)

OFFICE OF THE SUPERINTENDENT

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2013 September 16

To: Principals and Teachers at all Worksites

Greetings at the beginning of the new school year.

Collectively we are addressing the principals and teachers of Vancouver to remind everyone that the Vancouver Board of Education, the Vancouver Secondary Teachers' Association and the Vancouver Elementary School Teachers' Association are committed to a non-sexist and harassment-free environment in the workplace.

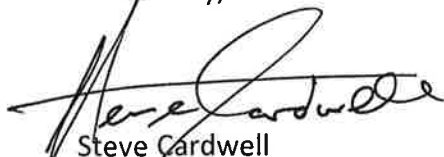
The Employer and the Associations recognize the right of all employees to work, to conduct business and otherwise associate free from harassment.

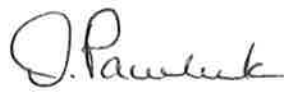
A non-sexist environment is defined in the VBE/VTF Collective Agreement as one in which there is no discrimination against individuals by portraying them in gender stereotyped roles or by omitting their contributions. Furthermore, written or verbal expression of sexism or other forms of harassment in the workplace will not be tolerated.

Employees of the Vancouver Board of Education are encouraged to continue working together to foster inclusive, affirming environments for not only the constituencies we serve but for the colleagues we work with. Concomitantly, teachers and principals are encouraged to familiarize themselves with their rights and responsibilities in this regard under the BC Human Rights Code, and the Collective Agreement.

Please bring any questions or concerns you may have to your principal, or contact the VSTA or VESTA offices.

Yours truly,


Steve Cardwell
Superintendent of Schools


Debbie Pawluk
VSTA President


Gerry Kent
VESTA President