



Harassment

Do you know what you need to know as a leader about harassment? *Take the quiz!*

Match the correct response from **Column B** to each statement posed in **Column A**, and check your answers on the following page.

Column A Statements

1. A complaint filed by a staff member
2. What a person needs to be during an investigation
3. Recordkeeping of incidents or events
4. A legal entitlement to protect employees
5. Process to understand an allegation
6. Governing body who certifies teachers in BC
7. Person who files an allegation
8. Human Rights Tribunal decides if a case has _____
9. An alternative to an investigation
10. Person who has allegations filed against them
11. Contractual process used to deal with issues in the workplace
12. An unwarranted act against another person
13. Discrimination is based on color, religious beliefs and _____
14. _____ retaliation for filing a complaint
15. Possible outcome of an investigation
16. What people hope for after an investigation
17. Article E.2 states that teachers work in a harassment _____ environment
18. All _____ are protected from bullying
19. Respondents are entitled to have a _____ during an investigation
20. A superintendent may appoint a _____ to investigate a complaint

Column B Responses

- A. race
- B. rights
- C. remedy
- D. TRB
- E. grievance
- F. founded
- G. free
- H. designate
- I. mediation
- J. harassment
- K. bullying
- L. investigation
- M. merit
- N. no
- O. respondent
- P. rep
- Q. people
- R. complainant
- S. notes
- T. honest

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How did you do on the quiz?
Answers & score rating below!

1 – J	6 – D	11 – E	16 – C	SCORE	
2 – T	7 – R	12 – K	17 – G		18 - 20 Experienced
3 – S	8 – M	13 – A	18 – Q		15 - 17 Novice
4 – B	9 – I	14 – N	19 – P		10 - 14 Rookie
5 – L	10 – O	15 – F	20 – H		00 - 10 Beginner

Check out these resources:

Harris and Company – Workplace Law & Advocacy
Check upcoming calendar of events: [Harrisco.com/events](https://harrisco.com/events)

BC Public School Employers' Association
bcpsea.bc.ca/learn-connect/oncore-hr-learning-support/courses-offered/harassment-training

Awareness and Prevention of Harassment Training
www.openschool.bc.ca/info/hat
Available on request

Article E.2: Harassment/Sexual Harassment
bcpsea.bc.ca/wp-content/uploads/2019/07/35-LSB-E2-Harassment-Sexual-Harassment.pdf

Stay on top of your professional health



The BCPVPA is pleased to offer its members
the Early Intervention Program (EIP)
by humanworks

Here to help you gain greater clarity
and control of your professional health

BCPVPA EARLY INTERVENTION PROGRAM

The EIP offers an excellent opportunity to be proactive in managing your health and well-being. It is designed to provide you with quick and easily accessible resources and counsel on how to best navigate your health-related concerns so that you can remain at work.

Questions about the EIP?

Visit the FAQ section on the BCPVPA or humanworks websites or contact:

humanworks

EMAIL: admin@humanworks.ca

PHONE: 604-734-4130

www.humanworks.ca