

Investigation of Allegation of Abuse by an Employee Board Policy

BP 305.13

Department: Human Resources
Section: Employee and Labour Relations

The Annapolis Valley Regional School Board is committed to providing the highest level of care for both its students and its staff. It is extremely important that any allegations of abuse against an employee be dealt with thoroughly and efficiently, maintaining the highest level of protection for the alleged victim while also giving support to the person who is the subject of the allegation.

The Annapolis Valley Regional School Board believes that for the protection of school community members, including students, and to ensure due process for the employee, all allegations of abuse by an employee are to be investigated in compliance with:

- applicable legislation such as the ***Children and Family Services Act (Nova Scotia)*** and ***the Education Act (Nova Scotia)***;
- other Board policies such as *Sexual Misconduct by Employees Toward Students*, *Respectful Workplace* and *Reporting Protocol: Suspected Child Abuse*;
- the Nova Scotia Department of Education and Early Childhood Development's *Model Framework: Protection from Child Abuse, Discrimination, and Sexual Harassment*;
- collective agreements and terms and conditions of employment.

The investigation must also respect the employer-employee relationship and include an opportunity for:

- due process;
- an objective, unbiased investigation;
- confidentiality of employer-employee issues;
- protection of the employee from harassment; and
- reasonable conclusions/outcomes of the investigation.

Monitoring

- The Director of Human Resources is responsible for the implementation, monitoring and revision of this policy.
- This policy will be monitored annually.