

Administrative Procedure 152 – Appendix A

Appendix A - HEALTHY INTERACTIONS

Background

The Healthy Interactions program, initiated by Greater Black Gold Teachers Local #8, is intended to provide Division staff with a consistent process for dealing with interpersonal conflict. The program offers an additional set of "tools" for participants that focus on consistency, comprehensiveness, and credibility.

Complaints are opportunities for action which will result in either the offending condition being removed or the basis for the complaint eliminated. Following the template, "Healthy Interactions: Resolving Interpersonal Conflict", will ensure that all steps in the appropriate procedures for problem solving have been taken, that fairness to all is ensured and that all valid aspects of a concern are addressed and acted upon.

The template for handling concerns shows that the first choice is always to refer the concern to the person involved. The complaint would be handled by someone different only when the allegation itself implies serious threat to the student or complainant.

Procedures

1. Staff - Parent / Staff - Colleague

without resolution, then:

2. Complainant – Administrator

must be able to provide a completed template

* Templates remain with the parties involved.

* Templates are to be initialled by both parties once the action plan has been agreed to.

* Templates are to be shredded at the end of the school year.

3. One person's desire for anonymity is not sufficient to deny another person the right to know the full context of allegations against him or her.

4. Not all interests will be met in every situation. Sometimes they may be impractical, beyond your resource ability, or politically impossible. The use of the template assures that the interests of all are considered and met where possible.

Note: All new teachers, as a condition of employment, will be required to participate in a Healthy Interactions Inservice.