

Contact us

If you have questions about the protection of students in the workplace, please contact your local school district or the Department of Education.

District 2

506-856-3222

District 15

506-684-7555

District 6

506-847-6262

District 16

506-778-6075

District 8

506-658-5300

District 17

506-357-4010

District 10

506-466-7300

District 18

506-453-5454

District 14

506-325-4432

Department of Education

506-453-2816

CNB 6650



Be responsible in the work environment

Information for employers and employees
offering students career-related learning experiences



NB3
Literacy • Numeracy • Science

New Brunswick
Nouveau Brunswick
Be...in this place • Être...ici on le peut

Employer participation:

An asset to New Brunswick students

New Brunswick employers offer public school students career-related learning experiences outside of the school environment that are enriching for students and the community.

Such partnerships between the Department of Education, employers, and communities complement and extend classroom instruction.

Some examples of existing opportunities for learning outside of the traditional classroom are co-op placements, the New Brunswick Youth Career Connections Program, and Skilled Trades and Technology Education.

As role models, employers also have the opportunity to demonstrate appropriate relationships in the workplace.

Responsible behaviour in the work environment

While the public school system continues to have responsibility for students in workplace learning situations, employers also have a responsibility.

Adults who supervise or have authority over students are considered to be in a position of trust. This trust translates into certain expectations.

Employers, employees and others are expected to take the necessary measures to ensure a respectful atmosphere in the workplace. Equally, students are expected to demonstrate appropriate conduct and demeanour while engaged in work placements.

The Department of Education's *Policy for the Protection of Pupils* (Policy 701) provides some guidance concerning appropriate behaviour toward students. Policy 701 can be viewed in its entirety online at www.gnb.ca/0000/pol/e/701A.pdf.

Another reference document that would be of benefit to students participating in career-related learning is the New Brunswick *Human Rights Act*, which is available online at www.gnb.ca/acts/acts/h-11.htm.

Policy 701 requires that:

1. employers, employees, and others who come into contact with public school students do not subject them to physical, sexual, and emotional abuse, and discrimination, or behaviour that is inappropriate.
2. students be protected from any form of harassment.
3. all adults in the school system act on and report complaints of abuse, discrimination, violence, harassment, misconduct, and inappropriate behaviour.

Examples of inappropriate behaviour towards public school students include:

- harassment, including conduct, comments, and jokes which ought reasonably to be known to cause embarrassment or humiliation; as well as inappropriate or unwelcome focus/comments on physical attributes or appearance
- violence
- engaging in behaviour of a sexual nature with students, such as making or accepting sexual advances or invitations, asking for a date or touching inappropriately
- discrimination based on race, colour, religion, national origin, ancestry, place of origin, age, physical disability, mental disability, marital status, sexual orientation or sex

