

PEACE WAPITI PUBLIC SCHOOL DIVISION NO. 76

POLICY JAB – Conflict Resolution

The Board encourages open communication to resolve conflict and supports a process of healthy interaction.

PURPOSE:

To provide guidelines to resolve conflict between individuals within the school community.

GUIDELINES & PROCEDURES

1. When a conflict arises between individuals within the school community it is recommended that the two individuals would try to resolve the issue themselves, provided that the allegation does not imply a serious threat to an individual.
2. If satisfaction is not achieved, proceed to the next level:
 - a) Principal or supervisor;
 - b) Director of Human Resources if applicable;
 - c) Assistant/ Deputy Superintendent;
 - d) Superintendent;
 - e) Board.
3. Abuse and harassment of individuals within the school community that is not resolved shall be reported to the Superintendent.

REFERENCES

Cross References:

[Exhibit 1: PWSO Guidelines for Conflict Resolutions](#)

[Exhibit 2: A Process for Resolution Form](#)

[Exhibit 3: The Big Picture: A Division-Wide Process for Resolving Conflict](#)

[Policy IGH – Anti Bullying](#)

[Policy GBEA – Protection of Staff](#)

Legal Reference:

BM#: 39-03