



Policy Committee

Thursday, May 28 , 2026

7:00 pm

BE YOU. BE EXCELLENT.



The Hamilton-Wentworth District School Board acknowledges our presence on ancestral Anishinaabe and Haudenosaunee Confederacy land as determined by the Dish with One Spoon treaty.

The intent of this agreement is for all nations sharing this territory to do so responsibly, respectfully and sustainably in perpetuity.

We respect the longstanding relationships with the local Indigenous communities, the Mississaugas of the Credit First Nation and the Six Nations of the Grand River.

Policy Committee Workplan

Policy Committee Meeting Date	Policies
May 28, 2026	Occupational Health & Safety Workplace Violence & Harassment Prevention Notice of Motion: Policy Gap Discussion
Fall 2026	Scoping Report RE Notice of Motion Procurement



Occupational Health & Safety Policy

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Occupational Health and Safety Policy

- 4.0 Human Resources Pillar
 - 4.3 Occupational Health and Safety Policy
 - **Procedure:** Promoting Safety through Student Behaviour Management Procedure
- Annual requirement to review this policy
- Central Joint Health and Safety Committee

Summary of Policy Edits

- Guiding Principles
 - Recognition of intersecting identities on health and safety
- Responsibility
 - Added Chief Executive Officer
- Housekeeping

Recommendation

- That the Occupational Health and Safety Policy be recommended for approval.



Workplace Violence and Harassment Policy

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Workplace Violence and Harassment Policy

- 4.0 Human Resources Pillar
 - 4.9 Workplace Violence and Harassment Policy
 - **Two (2) Procedures:**
 - Workplace Harassment Prevention Procedure
 - Workplace Violence Prevention Procedure
- Annual requirement to review this policy
- Central Joint Health and Safety Committee

Summary of Policy Edits

- Guiding Principles
 - Recognition of the ways in which intersecting identities impact experiences of workplace harassment and violence
- Terminology:
 - Cross reference to Human Rights Policy under *Discrimination*
- Responsibilities
 - Addition of Chief Executive Officer

Recommendation

- That the Workplace Violence and Harassment Policy be recommended for approval.

Discussion: Policy Gap Analysis – Staff Review

Notice of Motion – December 2025

- The motion noted that:
 - The Board maintains various strategies, action plans, and processes
 - Some high-level content may not be reflected in Board policy
 - The current Board is in the final year of its term
- Direction to Staff
 - To support the Policy Committee in conducting a gap analysis of existing Board policies and identifying any potential areas not currently addressed within the Board's policy framework.

Purpose of Tonight's Presentation

- Provide a high-level summary of staff's review
- Highlight key observations and potential gaps
- Support the Committee's consideration of next steps

Policy Review Methodology

Staff Approach

- Reviewed current Board policy framework against identified priority areas
- Considered alignment with:
 - Multi-Year Strategic Plan (MYSP)
 - Board Improvement Plan (BIP)
 - Existing strategies, action plans, and operational practices
 - Assessed where governance-level direction may be absent or implicit

Governance Considerations

Key Considerations

- Distinction between governance (policy) and administrative of operations (procedures/practices)
- Ensuring policies provide clear, high-level direction without duplicating operational detail
- Balancing comprehensiveness of policy framework with maintainability and clarity

Outcomes

Summary of Findings

- Identification of potential policy gaps and areas for further exploration
- Opportunities to strengthen alignment between Board priorities and policy structure
- Recognize Bill 101 (the Putting Student Achievement First Act, 2026) has received Royal Assent

Potential DRAFT Policy Gap Areas

- No policy that operationalizes MYSP and BIP as governance instruments
- Student Well-Being, and Belonging
 - Mental Health and Addictions
- Emerging Technologies governance

Next Steps:

- Committee Consideration
- Potential Actions
- Staff Role