

1. Bad Faith

insincerity: insincerity, especially as evidenced by actions that do not accord with somebody's stated intentions.

2. Balance of Probabilities

Balance of probabilities, also known as the preponderance of the evidence, is the standard required in most civil cases. The standard is met if the proposition is more likely to be true than not true. Effectively, the standard is satisfied if there is greater than 50 percent chance that the proposition is true.

3. Bullying

The process of intimidating or mistreating somebody weaker or in a more Vulnerable situation.

4. Conflict

An active disagreement between people with opposing opinions or principles.

5. Complainant

A person who makes a formal complaint.

6. Frivolous

Describes an activity or object which is silly or unimportant rather than useful or serious.

7. Harassment

Behaviour that annoys or upsets someone. Engaging in a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome.

8. Intimidate

To frighten or threaten someone, usually in order to persuade them to do something that you want them to do.

9. Libel

A piece of writing which contains bad and false things about a person.

10. Mediation

intervene to resolve conflict: to work with both sides in a dispute in an attempt to help them to reach an agreement

achieve agreement: to achieve a solution, settlement, or agreement by working with both sides in a dispute

11. Objectionable Behaviour

Objectionable behaviour is a course of conduct or communication in any form of attitudes, beliefs or actions directed at a specific individual which is known or ought reasonably be known to be unwelcome, serves no legitimate work and/or academic purpose and renders the working or learning environment intolerable for that individual.

Objectionable behaviour occurs when an individual is singled out for serious mistreatment, which may include threats, intimidation, bullying, isolation, harassment, verbal assault, taunting, ostracizing, violent gestures, slander or libel. Such behaviour will not be tolerated at any board location or at any time during which one is fulfilling his/her working or learning responsibilities.

12. Respondent

A person who answers a request for information. The person against whom a petition is made.

13. Slander

A false spoken statement (accusation, allegation or comment) about someone which damages their reputation, or the making of such a statement.

14. Supervisor/Manager

A person whose job is to supervise someone or something. Somebody who is responsible for directing and controlling the work and staff of a business, or of a department within it.

15. Threshold Assessment

Level, point, or value above which something is true or will take place and below which it is not or will not.

16. Taunting

To intentionally annoy and upset someone by making unkind remarks to them, laughing at them, etc. The act of taunting usually follows linear thought, correlating or building in some manner to the target of taunting. Things such as the victim's appearance, intelligence, mannerisms, education, background, past offenses, etc. can otherwise be insulted.

17. Vexatious

a. Causing trouble:provoking irritation or anxiety by causing trouble

b. Brought with intention of annoying: describes legal proceedings put forward on insufficient grounds and with the intention of causing annoyance to the defendant

Sources

Policy Directive: Respectful Working and Learning Environments: Conflict Prevention and Resolution
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