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## SAFE, CARING AND ORDERLY SCHOOLS

### Background

The District is committed to fostering school environments, which are:

- Orderly and purposeful.
- Non-violent.
- Free of physical and psychological harm.
- Respectful to the rights, dignity and diversity of others including but not limited to race, sexual orientation, gender identity, ability, religion, culture and socio-economic status.

Students are encouraged to take personal responsibility to develop the self-discipline and social skills necessary for academic progress. They are also expected to act in ways that respect the needs, feelings, backgrounds, and rights of all others.

### Definitions

Bullying Behaviour: A pattern of aggressive behaviour, with negative intent, directed from one person to another, where there is a power imbalance. Bullying behaviour is a type of harassment and intimidation. This aggressive behaviour includes physical or verbal behaviour and is an intentional and purposeful act meant to inflict injury or discomfort on the other person.

Cyberbullying: Refers to bullying behaviour, which is carried out through the use of computers, smartphones or other connected devices to embarrass, hurt, mock, threaten or be mean to someone online. Cyberbullying is constantly evolving and changing with new technology and social media sites.

Discrimination: Refers to publishing, issuing, or displaying – or causing to be published, issued, or displayed – any statement, publication, notice, sign, symbol, emblem, or other representation that indicate discrimination or an intention to discriminate against a person or a group or class of persons, or is likely to expose a person or group or class of persons to hatred or contempt. It also refers to behaviour that denies a person a service customarily available to the public or to discriminate against a person or class of persons regarding a service customarily available to the public.

Harassment: Any unwelcome or unwanted act or comment that is hurtful, degrading, humiliating, or offensive to another person is an act of harassment. Of particular concern is such behaviour that persists after the aggressor has been asked to stop.



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**Intimidation:** The act of instilling fear in someone as a means of controlling that person.

For example, any of the following behaviours could be considered intimidation:

- Verbal threats; threatening phone calls, threats of violence against a person or property;
- physical threats; showing a weapon, jostling, threatening to punch, stalking, or following;
- defacing or stealing victim's property;
- daring or coercing victim to do something dangerous or illegal;
- extortion (demanding payment or goods for a victim's safety);
- inciting hatred toward a victim;
- setting up a victim to take the blame for an offence.

**Sexual Violence:** Any non-consensual, unwanted actual, attempted, or threatened act or behaviour, that is carried out through sexual means or by targeting a person's sex, sexuality, gender identity, or gender expression. This act or behaviour may or may not involve physical contact. Sexualized violence includes all forms of sexual misconduct, including but not limited to sexual assault, sexual harassment, stalking, indecent exposure, voyeurism, sexual exploitation, and the distribution of sexually explicit photographs or video of a person without the consent of the person in the photograph or video.

### Procedures

1. All school staff shall:
  - 1.1. Support and encourage programs and services which teach behavior and social skills through effective curricula, programs, and services.
  - 1.2. Support positive school discipline rules, procedures and programs that teach students to act responsibly.
  - 1.3. Respond to threats, intimidation, or violent acts on school property, at school events, or in transit to and from school.
2. The District will work collaboratively with the police and other partners responsible for the development and maintenance of a peaceful society. Parents, staff, students, social, and law-enforcement agencies, municipalities, community organizations, and staff organizations will be invited to help maintain safe schools.
3. The District expects that all individuals - adults and students - will treat each other with respect and courtesy and conduct themselves in a manner that will promote safety and security for all within the District.
4. The District considers any actions that cause distress to another individual as inappropriate and expects schools to investigate these situations. Such actions include threats, verbal



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aggression (e.g., name-calling), discrimination, intimidation, physical aggression, and sexual violence.

5. In seeking to provide school environments which are conducive to learning, and which help to ensure the health and safety of students, the District expects all significant incidents threatening safety and security, will be dealt with expediently. The following procedures shall apply:
  - 5.1. A student who is threatened, intimidated, verbally, or physically, or sexually assaulted will be encouraged to notify a teacher or the Principal.
  - 5.2. Students/adults who become aware of situations, which have threatened or may threaten the safety and security of a student/adult, should report the circumstances to a teacher, supervisor, or Principal at the school.
  - 5.3. A written record of all significant safety/security incidents shall be maintained by the school.
  - 5.4. School Administrators have the authority to suspend students who threaten the safety/well-being of others within the school community.
  - 5.5. Serious infractions and those resulting in suspensions of ten days or more may be dealt with, proactively where possible, by the District Review Committee.

Reference: Section 6, 17, 20, 22, 65, 85 *School Act*  
School Regulation 265/89  
Collective Agreement

Adopted: February 9, 1999  
Reviewed: February 14, 2024  
Revised: June 12, 2022