

HARASSMENT / THREATS / INTIMIDATION / RACIAL PREJUDICE / VIOLENCE

Background

A safe, orderly environment is conducive to learning. The District supports an environment that is free from verbal and physical assaults, hostility, intimidation, racial prejudice and violence.

The District shall consider any act of harassment, threat, intimidation, racial prejudice, or violence on school premises to be a serious threat to the school environment and to the safety of students, employees and parents. The District shall take appropriate action against any individual so involved.

Procedures

In order to provide a safe, orderly and positive environment for students, employees and parents, the following procedures shall be in effect regarding harassment, threats and/or intimidation:

1. A student who is threatened by any person or group while at school or participating in a school activity shall immediately notify the teacher or Principal. The student or the parent(s) may also notify the police. Steps shall be taken to provide for the safety of the student in cooperation with that student and the parent(s). A written record of all such complaints shall be maintained by the Principal and forwarded to the Superintendent. The Superintendent may refer the matter to the District Discipline Committee.
2. An employee who is threatened by any person or group while carrying out assigned duties shall immediately notify his/her immediate supervisor. The supervisor shall notify the Superintendent. The employee may also notify the police, or such notification shall be made by either the supervisor, or the Superintendent. Immediate steps shall be taken, in cooperation with the employee, to provide for the employee's safety. Precautionary measures for the employee's safety shall be reported to the Superintendent at the earliest possible time. A written record of all such complaints shall be maintained by the immediate supervisor and, where appropriate, forwarded to the Superintendent, who may then forward reports to the Board.
3. A parent who is threatened by any employee while that employee is performing assigned duties is to immediately notify the employee's supervisor. The parent may also notify the police. District staff may also notify the police. A written record is to be forwarded to the Director of Instruction – Human Resources. The report may be forwarded to the Board.
4. In seeking to provide a school environment which is conducive to learning and which helps to ensure the health and safety of students, employees and parents, the District reserves the right to make rules relating to areas such as the following:
 - 4.1. Reporting of criminal-type activities to police authorities;

- 4.2. Reporting accounts of malicious or premeditated fighting on school grounds to police authorities;
- 4.3. Reporting incidents of threats, harassment, or intimidation to police authorities;
- 4.4. Loitering on or about the school grounds;
- 4.5. Congregation of students when it is believed that such group activity endangers the health and welfare of other students or employees; and
- 4.6. Wearing of certain apparel when it is found to contribute to the disruption of the educational process.

Reference: Sections 8, 8.4, 8.5, 20, 22, 65, 85, 177 School Act
Human Rights Code
Multiculturalism Act
Canadian Charter of Rights and Freedoms
Canadian Human Rights Act
Criminal Code of Canada
Collective Agreements

Adopted: November 2019
Revised: