

CODE OF CONDUCT FOR ALL SCHOOLS

OUR COMMITMENT

The school is committed to providing a safe, inclusive and accepting learning and working environment that supports student well-being and success where every student can reach their full potential. For learning to be successful, schools must be free of negative factors such as bullying, discrimination, intimidation, hateful words and actions, as well as physical violence in any form.

Together with staff, students, parents, community members and faith groups, the board developed a common language and commitment to model, teach and reinforce character attributes through the selection of six core attributes. The attributes are taught in school, but they are also the basis of the Board's working relationships – they help to create a positive climate for learning and working.

We want our staff and students to be:

- **Caring** – showing compassion and kindness towards others
- **Cooperative** – working collaboratively with others for a common purpose
- **Honest** – being truthful, trustworthy and sincere in your speech and actions
- **Inclusive** – treating everyone fairly and equitably
- **Respectful** – treating others, yourself and the environment with high regard and value
- **Responsible** – being accountable and reliable in your actions and commitments

We believe that parents, the school and community must all work together to help students learn to become responsible members of society, being responsive to the diversity, cultural and special needs and well-being of individual students. We support the goals of anti-oppression, equity and inclusion in all aspects of teaching and learning. We must clearly demonstrate a commitment to social justice and human rights, and promote the values needed to develop responsible members of a diverse, democratic and inclusive society.

The Code of Conduct for the school is aligned with and supports the principles and expectations of the Board's Human Rights policy ([Policy 51](#)) and the Equity and Inclusive Education policy ([Policy 54](#)). At all times, this Code should be interpreted to be consistent with the Board's policies and the *Ontario Human Rights Code*.

OUR CODE OF CONDUCT

The school Code of Conduct applies to all members of the school community including students, parents or guardians, school bus drivers, volunteers, school staff and community groups are included in the Code of Conduct, whether they are on Peel District School Board property, in a virtual learning environment, on school buses, at school-authorized events or activities, in before- and after-school programs including co-curricular activities and field trips,

and may be applied to any other circumstances connected to the school that may have an impact on the school climate.

All members of the school community have a responsibility to respect and honour the school Code of Conduct, to demonstrate age and developmentally appropriate social behaviour and to take responsibility for their own actions and take appropriate action to help those in need; seeking assistance from a member of the school staff, if necessary, to resolve conflict peacefully.

OUR RESPONSIBILITIES

All members of the school community must:

- respect the needs of others to work in an environment that is conducive to learning and working, including by ensuring that personal mobile devices are only used during instructional time for educational purposes as directed by an educator, for health and medical purposes, or to support special education needs.
- share a responsibility to create a climate that seeks to eliminate inappropriate behaviour, including harassment and physical, verbal (oral or written), sexual or psychological abuse; threatening; intimidation; extortion; gang-related activities; vandalism; behaviour motivated by hate or bias; unethical use of technology; bullying or discrimination on the basis of size, strength, age, peer group power, or race, place of origin, ethnicity, language, ancestry, colour, creed, religion, gender, gender identity, gender expression, sexual orientation, socioeconomic status, family circumstances, ability, intelligence, receipt of special education or any other similar factor and/or any other immutable characteristic or ground protected by the *Ontario Human Rights Code*.
- respect all other members of the school community, especially persons in positions of authority. They must respect differences in people, their ideas, and their opinions, and must treat one another with respect and dignity at all times, and especially where there is disagreement, this includes not swearing at a teacher or at another person in a position of authority.
- honour the rights of others by refraining from actions motivated by bias, prejudice and hate against identifiable groups (defined by race, place of origin, ethnicity, language, ancestry, colour, creed, religion, gender, gender identity, gender expression, sexual orientation, size, strength, age, peer-group power, socioeconomic status, family circumstances, ability, intelligence, receipt of special education or any other similar factor), such as the wearing of hate or racist symbols, distributing hate information, producing hate-related vandalism (including graffiti) or uttering discriminatory remarks (e.g. the N-word and other racist phrases, homophobic insults, Islamophobic comments, ability-based slurs, etc.).
- respect and comply with all applicable federal, provincial, and municipal laws; demonstrate honesty and integrity, respect the rights of others, respect differences in people, their ideas, and their opinions; show proper care and regard for school property and the property of others.

All members of the school community must not:

- engage in bullying behaviours (including cyberbullying), commit sexual assault; traffic in weapons or illegal drugs or cannabis; give alcohol or cannabis to a minor; commit robbery; be in possession of any weapon, including firearms; use any object to threaten or intimidate another person; cause injury to any person with an object; be in possession of, or be under the influence of alcohol, cannabis (unless the individual has been authorized to use

cannabis for medical purposes) and illegal drugs; provide others with alcohol, illegal drugs, or cannabis (unless the recipient is an individual who has been authorized to use cannabis for medical purposes); inflict or encourage others to inflict bodily harm on another person; engage in hate propaganda and other forms of behaviour motivated by hate, prejudice or bias; commit an act of vandalism that causes extensive damage to school property or to property located on the premises of the school.

Parents and guardians fulfill their role when they:

- are engaged in their child's schoolwork and progress; communicate regularly with the school; help their child be appropriately dressed and prepared for school; ensure that their child attends school regularly and on time.
- promptly report to the school their child's absence or late arrival; become familiar with the provincial Code of Conduct, the board's Code of Conduct, and the school's Code of Conduct; encourage and assist their child in following the rules of behavior.
- assist school staff in dealing with disciplinary issues involving their child; including helping their child understand that it is not appropriate to tease or bully others and monitoring their child's internet use and taking responsibility for their behaviour when accessing electronic resources from home.

Students shall:

- demonstrate a commitment to the learning process through punctual and regular attendance, being prepared and ready to learn, given the individual's circumstances, and by contributing to a safe, nurturing, welcoming, respectful and inclusive climate.
- show respect for themselves, and for others, and for those in positions of authority, refrain from bringing anything to school that may compromise the safety of others; follow the established rules and take responsibility for their own actions.
- practice honesty and integrity including but not limited to: not participating in or encouraging plagiarism, misrepresentation of original work, lying, cheating, theft of evaluation instruments, use of unauthorized aids or false representation of identity.
- comply with the school's dress code or school uniform dress code.
- show proper care and regard for school property and visit other schools for school related-and authorized purposes only.

Staff fulfill their responsibilities when they:

- help students to work to their full potential and develop their sense of self-worth; empower students to be positive leaders in their classroom, school, and community; communicate regularly and meaningfully with parents/guardians; maintain consistent and fair standards of behavior for all students; demonstrate respect for one another, all students, parents volunteers, and other members of the school community; prepare students for the full responsibilities of citizenship.
- establish a range of clear, fair and developmentally appropriate interventions, supports, direct skill instruction and learning consequences in response to inappropriate behavior.
- respond to and report behaviours which may have a negative impact on school climate.

BULLYING PREVENTION AND INTERVENTION

All members of the school community have a responsibility to maintain a school environment where conflict and differences can be addressed with respect and dignity. Bullying will not be accepted on Peel District School Board property, school buses, at school-related activities, in virtual learning environments and through electronic media (cyber-bullying), or in any other circumstances where engaging in bullying will have a negative impact on the school climate.

Bullying is typically a form of repeated, persistent and aggressive behaviour directed at an individual or individuals that is intended to cause (or should be known to cause) fear, distress and/or harm to another person's body, feelings, self-esteem or reputation. Bullying occurs in a context where there is a real or perceived power imbalance.

Bullying can be based on factors such as size, strength, age, intelligence, peer group power, economic status, social status, religion, ethnic origin, sexual orientation, family circumstances, gender, gender identity, gender expression, race, disability or the receipt of special education. Bullying may include the use of any physical, verbal, electronic (cyber-bullying), written or other means.

When someone experiences or observes bullying behaviour, they are expected to report it to a teacher, teaching assistant or school administrator immediately. Bullying behaviour will be dealt with using a progressive discipline approach.

PROGRESSIVE DISCIPLINE

The school encourages, supports and recognizes acceptable behaviour in our students through a variety of positive practices. Progressive discipline is an approach that makes use of a continuum of interventions, supports and learning consequences, building upon strategies that promote positive behaviours. When inappropriate behaviour occurs, disciplinary measures are to be applied within a framework that shifts the focus from one that is solely punitive to one that is both corrective and supportive.

We encourage students to reflect upon, take responsibility for their behaviour, and to restore and repair incidents which cause hurt and harm. A progressive discipline approach will be used to deal with inappropriate behaviour. This may include, but is not limited to: oral reminders, review of expectations, co-constructed behaviour commitments & agreements; conferencing with parent(s)/guardian(s); loss of privilege(s); conflict mediation and resolution, restorative practices; peer mentoring, differentiated instruction, social emotional learning interventions to promote positive student behavior; restitution for damages and actions to repair hurt and harm; and/or referral to a community agency or support services.

We recognize that each student is a unique individual and that every situation requires an individualized and personalized response. When determining supports to promote positive student behaviour, consideration will be given to the mitigating and other factors in determining the learning consequences that will best support the student's success consistent with the student's strengths and needs, including the information contained in the Individual Education Plan, where applicable.

Suspension and expulsion

The school also supports the use of suspension and expulsion for serious incidents as outlined in the Peel District School Board's Safe Schools Policy.

Before considering whether to impose a suspension or make a recommendation for an expulsion, a principal must consider mitigating and other factors related to the individual before determining whether to suspend a student for engaging in any activity below.

A principal shall consider whether to suspend a student if they believe that the student has engaged in any of the following activities while at school, at a school-related activity or in other circumstances where engaging in the activity may have an impact on the school climate:

1. Uttering a threat to inflict serious bodily harm on another person;
2. Possessing alcohol, illegal, controlled and/or restricted drugs or unless the pupil is a medical cannabis user, cannabis*;
3. Being under the influence of alcohol, illegal, controlled and/or restricted drugs or unless the pupil is a medical cannabis user, cannabis*;
4. Swearing at a teacher or at another person in a position of authority;
5. Committing an act of vandalism that causes extensive damage to school property at the pupil's school or to property located on the premises of the pupil's school;
6. Bullying, including cyber-bullying;
7. Any act considered by the principal to be injurious to the moral tone of the school or injurious to the physical or mental well-being of members of the school community; or
8. Any act considered by the principal to be contrary to the Board or school Codes of Conduct.

*As defined in the Education Act, a medical cannabis user is a person who is authorized to possess cannabis for the person's own medical purposes in accordance with federal law.

A principal shall suspend and consider recommending for expulsion in consultation with the Superintendent of Education, if they believe that a student has engaged in any of the following activities while at school, in a virtual learning environment, at a school-related activity or in any other circumstances where engaging in the activity may have an impact on the school climate (subject to consideration of the mitigation and other factors):

1. Possessing a weapon, including possessing a firearm or knife;
2. Using a weapon to cause or to threaten bodily harm to another person;
3. Committing physical assault on another person that causes bodily harm requiring treatment by a medical practitioner;
4. Committing sexual assault;
5. Trafficking in weapons, illegal, controlled and/or restricted drugs;
6. Committing robbery;
7. Giving alcohol, cannabis, or illegal/controlled and/or restricted to a minor;
8. Bullying – if the student has previously been suspended for engaging in bullying and the student's continuing presence in the school creates an unacceptable risk to the safety of another person;
9. Any activity for which a student can be suspended that is motivated by bias, prejudice or hate based on race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation, gender identity, gender expression, or any other similar factor;
10. An act (on or off school property) considered by the Principal to be a serious breach of the Board's or School's Code of Conduct or significantly injurious to the physical or mental well-being of others;
11. Activities engaged in by the pupil on or off school property that have caused extensive damage to the property of the Board or to goods that are/were on Board property.

Students who are suspended or expelled will be given an opportunity to continue their education through educational programs offered by the school board.

DRUGS

The school recognizes the benefits of a smoke-free environment for all persons. By law, all members of the school community must abstain from smoking or holding of lighted tobacco, cannabis or lighted herbal material (e.g. Shisha) or any combustible material. Smoking and vaping is not allowed on Peel District School Board property, including the grounds associated with the school, on school buses, at school-related events or activities and public areas within 20 metres of any point of the perimeter of the grounds of the school, in accordance with the Smoke Free Ontario Act, 2017. School property includes cars that are on school grounds. The **no smoking, no vaping** rule will be enforced within these areas.

Providing tobacco products, vapour products or any other restricted substance to anyone under 19 years of age is illegal.

Alcohol and controlled and/or restricted drugs may be addictive and represents a health hazard. Possessing, using, trafficking in, or providing others with controlled and/or restricted drugs or alcohol will not be condoned at the school, on Peel board property or at any school-related event or activity at any time. Drug-related paraphernalia that can be used for substance abuse are not permitted on school property.

WEAPONS

All members of the school community shall not use, possess, display and/or traffic in weapons, replicas of weapons, ammunition or attachments on Peel District School Board property, school buses, at school-authorized events or activities, or in circumstances where engaging in such activities will have a negative impact on the school climate. Weapons include guns, knives (including pocket knives), air guns, slingshots, machetes, clubs, or any other object carried or used with the intent to injure.

DRESS CODE

The standards for school dress at the school require that students shall at all times wear appropriate dress that is representative of a safe, respectful and inclusive, learning and teaching environment, in accordance with the Peel District School Board's Code of Conduct.

Inappropriate dress includes any clothing or personal possession that has representations and/or language that depict violence, profanity, discriminatory, hateful, or sexually explicit images or sentiments. In addition, dress or logos that demean or threaten an identifiable individual or group are prohibited.

USE OF TECHNOLOGY

The school recognizes the value of using digital tools and devices to enhance Peel's Empowering Modern Learners focus in supporting curriculum delivery. As such, we embrace the use of digital tools and devices in a respectful and responsible manner, in keeping with the

school's Code of Conduct, the Peel District School Board's Digital Citizenship policy (Policy 78), and the Board's Equity and Inclusive Education policy (Policy 54). The Code of Conduct and academic integrity apply to the use of technology whether students are accessing information from school, home or from a personal digital tool or device.

Students are able to use Board technology and their personal digital tools or devices for educational purposes in classrooms as directed by an educator, libraries, cafeterias/lunchrooms and other areas students gather to do their work.

The Peel District School Board has clear expectations around the appropriate, respectful use of technology. Inappropriate use of Board technology and/or personal digital tools and devices may result in discipline or having the use of these services suspended or removed.

Students will demonstrate appropriate online conduct/manners and refrain from improper/unethical use of technology, including computer hacking and cyber-bullying. Internet use for any purpose which is contrary to the intent of a school's Code of Conduct is strictly prohibited. This includes all forms of violence, threats and harassment directed at staff members, students or any member of the school community. This applies to school, work and personal Internet use.

BUS TRAVEL

Students are expected to follow the standards of behaviour outlined in the Code of Conduct while they are on the school bus.

Students are required to:

- be at their bus stop at least five minutes before their pick-up time
- go directly to their seats and stay seated
- follow the bus driver's instructions and behave appropriately at all times

Students may not:

- consume food and drinks on the bus
- fight, swear or cause excessive noise on the bus
- engage in activities that may endanger the safety of themselves or others

Inappropriate student behavior on the school bus may result in discipline or having the use of these services suspended or removed.

VISITORS

Students who are registered in classes at the school and staff assigned to the school are permitted to be on the premises of the school. All other persons are considered visitors to the school. All visitors must report to, and register (if given permission by the Principal or designate) at, the main office immediately after entering the school. Visitors must return to the office before leaving the school to confirm their departure. Persons attending the school without the permission of the Principal, or designate, are subject to the Trespass to Property Act.