



POLICY:

REGULATION: JFC - SAFE SCHOOL COMMUNITIES

EXHIBIT:

Freedom From Violence and Abuse

Violence is defined as any deliberate behaviour that is detrimental to the physical and emotional welfare of another individual.

The procedures to be followed in response to an incident of violence and/or abuse will be prescribed in the schools code of conduct and/or the Board's "Developing Safe School Communities" policy. These procedures may be separate and in addition to consequences that may be determined and administered by bodies external to the school such as the legal system and the school board.

Each act of violence or abuse is to be reported by the victim or by someone acting on behalf of the victim.

Any form of corporal punishment is strictly prohibited and would constitute an incident of physical violence. The only allowable use of physical force is limited to the minimal force required to restrain an individual from inflicting injury on one's self or onto others or to prevent damage to property.

Established procedures within the division shall provide for:

- a) expedient notification of parents or guardians in matters involving students and their involvement and consultation in dealing with the incident or problem;
- b) outcomes that are reasonable consequences to the act and that are not merely punitive;
- c) due process for the offender;
- d) a reasonable guarantee of the future safety of others;
- e) a system of progressive discipline;
- f) notification of law enforcement authorities when appropriate;
- g) adherence to the Public School's Act and/or the Criminal Code;
- h) assist the victim of an act of violence in seeking appropriate resolution and/or restitution.
 - i) Appropriate consequences will be forthcoming for non-teaching staff and visitors to the school who are found to be guilty of violence and/or abuse.

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SOURCE:

OTHER REFERENCE:

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EXHIBIT:

Weapons on School Property

- a) A weapon is defined as any object or its imitation that is designed or held in a manner capable of inflicting bodily injury or death.
- b) The principal shall notify the parent or guardian, in writing, with a copy to the appropriate police authority, warning the parent or guardian that the pupil may be suspended or expelled from the school. Appropriate disciplinary action will be taken by the principal. Police will be notified **immediately** upon a second offense.
- c) Permission must be obtained from the principal to bring onto property any weapon for purposes of demonstration or stage props.
- d) Divisional staff and volunteers have the authority to seize weapons or to cause them to be seized.
- e) A person, who carries an item that constitutes, in the opinion of the administration, a weapon, but who carries the item for religious reasons, must receive the approval of the Board before the person is allowed in the school in possession of the weapon. The school officials will notify each person who fits into this regulation to seek Board approval before bringing the item into the school.

Physical Assault/Physical Abuse

- a) Physical assault /abuse is defined as the act of deliberately touching or striking an individual without that persons permission and/or for the express purpose of causing embarrassment, hurt or harm.
- b) The uses of reasonable force to restrain someone from causing harm to others and property does not constitute physical assault.
- c) In dealing with incidents of physical assault by students, the schools code of conduct and/or the Board's "Developing Safe School Communities" document should include provisions for:
 - i) calling the police
 - ii) a conference involving all parties involved (including parents) where applicable
 - iii) an Individualized Behavior Plan
 - iv) a suspension for a maximum of five days.
 - v) a recommendation to extend the suspension if the incident was deemed to be *extremely violent* and/or threatening.

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- d) In dealing with chronic offenders, Student Services should be consulted.
- e) The length of suspension and/or other consequence is/are to be determined in consideration of the individual's previous history of violent acts. Consequently, students involved in *similar/same* incidents need not receive identical consequences.

Emotional and/or Verbal Abuse

- a) Emotional and/or verbal abuse includes but is not restricted to the following:
 - i) verbal and written insults, obscene gestures, and malicious allegations
 - ii) harassment including discrimination and/or overt prejudice which is premised upon race, creed, colour, culture, religion, personal characteristics (ex. age, physical size or weight), ethnicity, marital status, source of income, political belief, political association, political activity, disability, gender determined characteristics, gender and/or lifestyle.
 - iii) a threat or threats of physical violence against others, their family / families or their property.
- b) In cases of emotional or verbal abuse by students, the school's code of conduct and/or the Board's "Developing Safe School Communities" document, shall include provisions for:
 - i) a conference involving the parent, student and the victim and may:
 - ii) the development of an Individual Behavioral Plan (I.B.P.) for the student
 - iii) a suspension for up to two days from class or,
 - iv) suspension for up to five days from school
 - v) a recommendation to the superintendent that the suspension be extended beyond the five days.
 - vi) an educational component and/or counseling to lessen the likelihood of a repeat occurrence.

Psychological Harassment

- a) Psychological harassment includes but is not restricted to the following:
 - i. any objectionable conduct that adversely affects one's psychological well-being
 - ii. could reasonably cause one to be humiliated or intimidated and is repeated or in the case of a single occurrence, has a lasting, harmful effect on a person.
 - iii. harassment including discrimination and/or overt prejudice which is premised upon race, creed, colour, culture, religion, personal characteristics (ex. age, physical size or weight), ethnicity, marital status, source of income, political belief, political association, political activity, disability, gender determined characteristics, gender and/or lifestyle.

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- b) In cases of psychological harassment by students, the school's code of conduct and/or the Board's "Developing Safe School Communities" document, shall include provisions for:
 - i) a conference involving the parent, student and the victim and may:
 - ii) the development of an Individual Behavioral Plan (I.B.P.) for the student
 - iii) a suspension for up to two days from class or,
 - iv) suspension for up to five days from school
 - v) a recommendation to the superintendent that the suspension be extended beyond the five days.
 - vi) an educational component and/or counseling to lessen the likelihood of a repeat occurrence.

Reasonable conduct of an employer or supervisor in respect of the management and direction of workers or the workplace is not harassment.

Sexual Harassment

Sexual harassment is defined as:

- a) Any repeated and unwelcome sexual comment, look, suggestion or physical contact that:
 - i) creates an uncomfortable working or learning environment for the recipient; and
 - ii) is made by a person who knows, or ought to know, it is unwelcome;
 - b) A sexual advance, especially made by a person in authority, that includes or implies a threat;
- and/or
- c) A reprisal made after a sexual advance is rejected.

All information and proceedings related to sexual harassment complaints shall remain confidential to the fullest extent possible.

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