

Safe Schools

Policy 503

(Student Discipline, Bullying Prevention and Intervention, Suspension and Expulsion)



Category:	Students
Administered by:	Safe and Inclusive Schools Superintendent
First adopted:	June 2010
Revision history:	June 2013, November 2018
Next review:	2022-23 School Year

1. Policy Statement

It is the policy of the Upper Grand District School Board to support and maintain a positive school climate for all students, staff and the community. A positive school climate is accepting and inclusive of all.

As part of this mandate the board will strive to eliminate all forms of bullying through prevention and intervention strategies which foster positive learning environments, support academic achievement and help students to reach their full potential.

The board considers the following to be unacceptable:

- homophobia
- gender-based violence
- inappropriate sexual behaviour

as well as harassment on the basis of:

- age
- sex
- gender identity
- gender expression
- sexual orientation
- race
- colour

- place of origin
- culture
- citizenship
- ancestry
- origin
- religion
- creed
- family status
- marital status
- socio-economic status
- employment
- housing
- disability
- any other immutable characteristic or ground protected by the Human Rights Code

The board supports the use of positive practices including prevention and early intervention as well as consequences for inappropriate behaviour. This includes Progressive Discipline, and suspension and expulsion where necessary. However, before applying disciplinary measures, the discriminatory and disproportionate impacts of disciplinary decisions on students protected by the Human Rights Code shall be considered.

Students who are suspended or expelled shall be given an opportunity to continue their education.

2. Details

- 2.1 It is the responsibility of the safe, equitable and inclusive schools superintendent to administer and monitor the implementation of this policy.
- 2.2 It is the responsibility of principals to implement this policy in schools and to inform students and parents of this policy on an annual basis.
- 2.3 It is the responsibility of all board employees who work directly with students, including administrators, teachers, and non-teaching staff, to

respond to and report breaches of the provincial, the board's and individual schools' Codes of Conduct and this policy.

- 2.4 This policy applies to all infractions that occur during a school-related activity or event or in circumstances where the infraction has an impact on the school climate, including those that occur off school property.
- 2.5 It is the responsibility of the board to communicate this policy to all members of the school community.
- 2.6 It is the responsibility of the board to establish a Safe, Equitable and Inclusive Schools Steering Committee to be advised of any changes to this policy resulting from Ministry of Education initiatives related to this policy.
- 2.7 It is the responsibility of the Board to establish a Student Discipline Committee of trustees to hear appeals of suspensions and to conduct expulsion hearings.
- 2.8 It is the responsibility of the board to establish at least one program for students on long-term suspension and expelled students.

3. References

This policy operates in conjunction with:

- [Human Rights Code of Ontario](#) (which has primacy over all provincial legislation, and board policies and procedures which shall be interpreted and applied in accordance with, the Code)
- [Education Act](#) and regulations
- Ministry of Education Policy/Program Memoranda and documents:
 - [PPM 119 – Developing and Implementing Equity and Inclusive Education Policies in Ontario Schools](#)
 - [PPM 128 – The Provincial Code of Conduct](#)
 - [PPM 141 – School Board Programs for Students on Long-Term Suspension](#)
 - [PPM 142 – School Board Programs for Expelled Students](#)
 - [PPM 144 – Bullying Prevention and Intervention](#)

- [PPM 145 – Progressive Discipline and Promoting Positive Student Behaviour](#)
- [PPM 150 – School Food and Beverage Policy](#)
- [Caring and Safe Schools in Ontario, 2010](#)
- [Ontario's Equity and Inclusive Education Strategy, 2009](#)
- [Ontario First Nation, Métis, and Inuit Education Policy Framework, 2007](#)
- [English Language Learners: ESL and ELD Programs and Services, 2007](#)
- Provincial Code of Conduct
- [Municipal Freedom of Information and Protection of Privacy Act](#)

Board policies, protocols and handbooks including:

- [104 Access to School/Board Premises](#)
- [200 Community Use of Schools](#)
- [203 Video Surveillance](#)
- [205 Volunteers](#)
- [213 Code of Conduct](#)
- [304 Transportation](#)
- [318 Acceptable Use of Digital Technology](#)
- [408 Harassment in the Workplace](#)
- [409 Police Record Checks](#)
- [417 Violence in the Workplace](#)
- [504 Equity and Inclusive Education](#)
- [508 Educational Field Trips](#)
- [513 Alcohol and Drugs](#)
- [514 Appropriate Dress](#)
- [P.09 Police School Board Protocol](#)
- [P.11 Violence Threat Risk Assessment \(VTRA\) Protocol](#)
- local collective agreements