

BOARD CODE OF CONDUCT

POLICY

CODE: J 5.5

The London District Catholic School Board believes that the following principles form the cornerstone of all school discipline and that their practice must be evident to all in this Catholic school system:

Respect for the dignity of the individual
Justice with love
Freedom with responsibility

All system personnel share responsibility with parents, the parish team and the community for creating an environment and attitude conducive to the academic, spiritual, social, aesthetic, and physical development of students to enable them to live and contribute as responsible Catholics.

This belief is affirmed in Board policies, including the Safe Schools Policy. The Board is committed to fostering Christ-centred, safe, caring, and inclusive learning environments.

PURPOSE

The purpose of the Board's Code of Conduct is to further promote the mission of the Board and to provide a framework for individual schools to develop a local school based Code of Conduct that fosters a positive school climate and supports student achievement and well-being

APPLICATION AND SCOPE

The *Education Act* requires school boards to establish policies and guidelines with respect to the conduct of persons in schools. Ministry of Education Policy/Program Memorandum No. 128 (PPM 128) requires school boards to reflect the Provincial Code of Conduct in the school board Code of Conduct and to address such matters and include such requirements as the Ontario Ministry of Education requires. School boards are required to consider the views of school councils with respect to those policies, and should also consult with a variety of stakeholders, including parents, principals, teachers, students, the student cabinet, volunteers working in the schools, the LDCSB Belonging/Safe Schools Committee, LDCSB District School Council, Parent Involvement Committee, LDCSB Special Education Advisory Committee, community partners, community agencies, Indigenous Education Committee, and those groups that are traditionally not consulted.

1.0 PRINCIPLES

- 1.1 The Board's Code of Conduct recognizes that all members of the school community including principals, teachers, other staff members, students, parents, visitors and volunteers have an obligation to comply with the standards of behaviour outlined in this policy.

BOARD CODE OF CONDUCT

POLICY (continued)

CODE: J 5.5

2.0 REQUIREMENTS

2.1 The School Councils Regulation requires schools to solicit the views of school councils with respect to the development of implementation plans for the Board's Code of Conduct.

2.2 PPM 128 requires school boards to ensure that their codes of conduct:

- include the standards stated in the Provincial Code of Conduct;
- set out standards of behaviour for all members of the school community, (e.g., parents, students, staff, visitors and volunteers);
- link locally developed standards to the relevant provincial standards (e.g., school board rules for the use of electronic devices such as cell phones could be linked to the provincial standard requiring those at school to “respect the need of others to work in an environment that is conducive to learning and teaching”);
- indicate where and/or when these standards will apply (e.g., in school sports activities, on school buses, in off-site school sponsored activities, or in circumstances where engaging in an activity could have a negative impact on the school climate);
- include procedures and timelines for review (reviews must be conducted at least every three years).

2.3 In addition to requiring school boards to establish codes of conduct, the *Education Act* permits school boards to require principals to establish a local code of conduct governing the behaviour of persons in the school. All local codes of conduct must be consistent with the Provincial Code of Conduct and with the Board's Code of Conduct.

2.4 The *Education Act* contains existing duties and responsibilities for principals, teachers and students which will impact on the creation of local codes of conduct.

2.5 The Provincial Code of Conduct

The *Education Act* permits the Minister of Education to establish a code of conduct governing the behaviour of all persons in schools. The purposes of the Provincial Code of Conduct are:

- to ensure that all members of the school community, especially people in positions of authority, are treated with respect and dignity;
- to promote responsible citizenship by encouraging appropriate participation in the civic life of the school community;

BOARD CODE OF CONDUCT

POLICY (continued)

CODE: J 5.5

- to maintain an environment where conflict and difference can be addressed in a manner characterized by respect and civility;
- to encourage the use of non-violent means to resolve conflict;
- to promote the safety of people in schools; to discourage the use of alcohol, illegal drugs, and, cannabis except by a medical cannabis user, when prescribed by their medical doctor;
- to prevent bullying in schools.

Standards of Behaviour - *Respect, Civility, and Responsible Citizenship*

Under the Provincial Code of Conduct, all members of the school community must:

- respect and comply with all applicable federal, provincial, and municipal laws;
- demonstrate honesty and integrity;
- respect differences in people, their ideas, and their opinions;
- treat one another with dignity and respect at all times, and especially when there is disagreement;
- respect and treat others fairly, regardless of, for example, race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, gender identity, gender expression, sex, sexual orientation, age, marital status, family status, or disability;
- respect the rights of others;
- show proper care and regard for school property and the property of others;
- take appropriate measures to help those in need;
- seek assistance from a member of the school staff, if necessary, to resolve conflict peacefully;
- respect all members of the school community, especially persons in positions of authority;
- respect the need of others to work in an environment that is conducive to learning and teaching;
- not swear at a teacher or at another person in a position of authority.

BOARD CODE OF CONDUCT

POLICY (continued)

CODE: J 5.5

Safety

All members of the school community must not:

- engage in bullying behaviours;
- commit sexual assault;
- traffic weapons or illegal drugs;
- give alcohol, illegal drugs 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 by their medical doctor), or illegal drugs;
- provide others with alcohol, illegal drugs, or cannabis;
- inflict or encourage others to inflict bodily harm on another person;
- engage in hate propaganda and other forms of behaviour motivated by hate or bias; commit an act of vandalism that causes extensive damage to school property or to property located on the premises of the school.

2.6 Electronic Communications and Media Devices

All members of the school community must respect Policy Code I 4.2 Appropriate Use of Information, Communication and Network Technology, as well as Policy Code J 3.7 Appropriate use of Personal Electronic Devices and Online Social Networking.

2.7 Suspension

See Policy Code: A 3.3 Safe Schools - Progressive Discipline, Suspensions and Appeals, Expulsions and Appeals

BOARD CODE OF CONDUCT

POLICY (continued)

CODE: J 5.5

2.8 Suspension Pending Possible Expulsion

See Policy Code: A 3.3 Safe Schools - Progressive Discipline, Suspensions and Appeals, Expulsions and Appeals

2.9 Application of Standards of Behaviour

The Board's standards of behaviour apply to all members of the school community, including students, parents and guardians, teachers or other school staff members, volunteers and visitors.

The standards of behaviour apply:

- on school property;
- on school buses;
- at school related events or activities; or
- in circumstances where engaging in an activity could have a negative impact on the school climate.

2.10 Roles and Responsibilities

The LDCSB Code of Conduct recognizes that all members of the school community, including pupils, teachers, principals, parents, other school staff, board personnel, superintendents, and trustees have an obligation to comply with the standards of behaviour outlined in this policy. Each member of the school community has the following roles and responsibilities:

The Board

The Board will provide direction to its schools that ensure opportunity, excellence and accountability in the education system.

The Board is committed to the principles and standards established by the Safe Schools policy. The Board will not tolerate behaviour that jeopardizes the emotional well-being or physical safety of members of the school community.

As part of its broader mandate, the Board will:

- develop policies that set out how their schools will implement and enforce the Provincial Code of Conduct and all other rules that they develop that are related to the provincial standards that promote and support respect, civility, responsible citizenship, and safety;

BOARD CODE OF CONDUCT

POLICY (continued)

CODE: J 5.5

- establish a process that clearly communicates on an on-going basis the Provincial Code of Conduct and local codes of conduct to all parents, students, staff members, and members of the school community in order to obtain their commitment and support;
- review these policies regularly with those listed above;
- seek input from school councils, Parent Involvement Committees, and the Special Education Advisory Committee, and Indigenous Education Committee;
- develop effective intervention strategies and respond to all infractions related to the standards for respect, civility, responsible citizenship, and safety; and
- provide opportunities for all of the staff to acquire the knowledge, skills, and attitudes necessary to develop and maintain academic excellence and well-being in a Christ-centred, safe, inclusive, and accepting learning and teaching environment.

Principals

Under the direction of the Board, principals take a leadership role in the daily operation of a school. They provide this leadership by:

- demonstrating care for the school community and a commitment to academic excellence and well-being in a Christ-centred, safe, inclusive and accepting teaching and learning environment;
- holding everyone under their authority accountable for their behaviour and actions;
- empowering students to be positive leaders in their school and community;
- communicating regularly and meaningfully with all members of their school community;
- ensuring the communication of local codes of conduct includes a communication plan that outlines how these standards will be made clear to the entire school community, including school communities who have a significant number of parents whose first language is not English; and
- providing an example of respect and civility for all members of the school community.

Principals have a duty to maintain proper order and discipline within the school. Local codes of conduct are a key component of that duty. Principals shall develop local codes of conduct in consultation with their Catholic school council, that are expressly tailored for their schools.

BOARD CODE OF CONDUCT

POLICY (continued)

CODE: J 5.5

Teachers and Other School Staff Members

Under the leadership of their principals, teachers and other school staff members maintain a positive learning environment and are expected to hold everyone to the highest standard of respectful and responsible behaviour. As role models, teachers and school staff uphold these high standards when they:

- help students 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;
- maintain consistent and fair standards of behaviour for all students;
- demonstrate respect for all students, staff, parents, volunteers, and the members of the school community;
- prepare students for the full responsibility of citizenship and followers of Christ.

Teachers shall also assist principals in maintaining close cooperation with the school community and in establishing and maintaining consistent disciplinary practices in the school.

Students

Students are to be treated with respect and dignity. In return, they must demonstrate respect for themselves, for others, and for the responsibilities of citizenship through acceptable behaviour. Respect and responsibility are demonstrated when a student:

- comes to school prepared, on time, ready to learn, and with assignments completed;
- shows respect for themselves, for others, and for those in authority;
- refrains from bringing anything to school that may compromise the safety of others; and
- follows the established rules and takes responsibility for his or her own actions.

Students are also expected to fulfill the Ontario Catholic Graduate Expectations and live the Gospel message by:

- adhering to the teachings of the Roman Catholic Church;
- exercising self-discipline;

BOARD CODE OF CONDUCT

POLICY (continued)

CODE: J 5.5

- practicing kindness in their daily lives
- accepting such discipline as would be exercised by a kind, firm and judicious parent;
- being courteous to fellow pupils and obedient and courteous of teachers;
- showing respect for school property;
- complying with their school dress code/and uniform policy; and
- understanding and complying with the Board's Code of Conduct.

Parents

As primary caregivers and original role models for their children, and as partners in Catholic Education, parents play an important role in the education of their children and have a responsibility to support the school community in maintaining a Christ-centred, safe, inclusive, accepting, and respectful learning environment for all members. Parents fulfill their role when they:

- Show an active interest in their child's school work and progress, social development and faith development;
- Communicate regularly with the school;
- Help their child to be neat, 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;
- Show that they are familiar with the provincial Code of Conduct, the Board's Code of Conduct and school rules;
- Read and familiarize themselves with information provided by the school regarding Ministry, Board, and School Policies;
- Encourage and assist their child in following the rules of behaviour; and
- Assist school staff in dealing with disciplinary issues involving their child.

Parents also play a supportive role through representation on local Catholic School Councils and participation in reviewing and supporting the school's Code of Conduct.

BOARD CODE OF CONDUCT

POLICY (continued)

CODE: J 5.5

Community Partners and the Police

Police and community members are essential partners in making our schools and communities safer. Community-based service providers are resources that the Board uses to deliver prevention or intervention programs. Protocols are effective ways of establishing linkages between the Board and community-based service providers and of formalizing the relationship between them. Community partners need to support and respect the rules of their local schools. Police will investigate and respond to incidents in accordance with the Police/School Board Protocol.

RELATED POLICES

- Policy Code: A 3.3 - Safe Schools - Progressive Discipline, Suspensions and Appeals, Expulsions and Appeals
- Policy Code: A 3.5 - Bullying Prevention
- Policy Code: I 4.2 - Appropriate Use of Information, Communication, and Network Technology
- Policy Code: J 3.7 - Appropriate Use of Personal Electronic Devices and Online Social Networking
- Policy Code: J 5.6 - Access to School Premises

RELATED ACTS AND MINISTRY OF EDUCATION DOCUMENTS

- Accepting Schools Act
- Education Act
- Criminal Code of Canada
- Occupational Health and Safety Act
- Ontario Human Rights Code
- Youth Criminal Justice Act
- Policy/Program Memorandum 128 – The Provincial Code of Conduct and School Board Codes of Conduct
- Policy/Program Memorandum 141 – School Board Programs for Students on Long-Term Suspension
- Policy/Program Memorandum 142 – School Board Programs for Expelled Students
- Policy/Program Memorandum 144 – Bullying Prevention and Intervention
- Policy/Program Memorandum 145 – Progressive Discipline and Promoting Positive Student Behaviour
- Policy/Program Memorandum 159 – Collaborative Professionalism
- Policy/Program Memorandum 119 – Equity and Inclusive Education

BOARD CODE OF CONDUCT

POLICY (continued)

CODE: J 5.5

EXPECTED OUTCOMES

This policy reflects the Board's commitment to safety in our schools. All local school codes of conduct must be consistent with the principles and standards established in the Board's Code of Conduct. The Board's Code of Conduct is to serve as a guideline for ensuring such consistency.

Adopted: January 28, 2008

Revised: February 4, 2019