

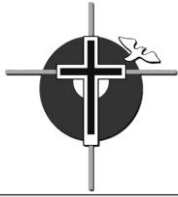
## 1. Purpose

The Catholic District School Board of Eastern Ontario believes that a positive school climate, with a safe learning and teaching environment, is essential for students to succeed in school. All members of school communities, staff, students, parents, parish and community partners, must all play an active role in making our schools safe.

Pursuant to section 300.4 of the Education Act, an employee of the Board who observes a pupil behaving in a way that is likely to have a negative impact on school climate, must respond to the behaviour. This requirement applies to all Board employees who work directly with students (teachers, non-teaching staff in social work, child and youth work, educational assistants, psychology, speech/language and related fields). This will support the principal in his/her duty to maintain a safe learning and teaching environment for all staff and students.

## 2. Procedure

- 2.1 Board employees who observe behaviours such as: racist, sexual, sexist, or homophobic comments, slurs, and jokes or graffiti, as well as activities for which suspension and expulsion must be considered must respond by asking a student to stop the inappropriate behaviour, naming the type of behaviour and explaining why it is inappropriate and/or disrespectful, and asking the student for a change in future behaviour.
- 2.2 Under the amended Regulation 472/07, Board employees are not required to respond under section 300.4 if responding would, in the employee's opinion, cause immediate physical harm to himself or herself, or to that of a student or another person. *For example: a staff member that has charge of a student with special education needs may not respond if doing so would mean leaving the student unattended, potentially placing them in immediate physical danger. Board employees are expected to verbally inform the principal as soon as possible if they do not immediately respond.*
- 2.3 Board employees must take all allegations of gender-based violence, homophobia, sexual harassment, inappropriate sexual behaviour, and bullying seriously and act in a timely, sensitive and supportive manner.
- 2.4 Board employees working directly with students must support all students, including those who disclose/report such incidents by:



- a) Providing information about professional supports; *and*
  - b) Making this information readily available to students who wish to discuss issues of healthy relationships, gender identity, and sexuality.
- 2.5** The Board will support students who are victims of serious student incidents, along with their parents, by:
- a) assisting school teams in the development of plans to support these students including specific plans to protect the victim;
  - b) outlining a process for parents to follow when they are not satisfied with the supports that their child receives;
  - c) providing information/support to schools on how to refer students who are victims to a community agency that can provide the appropriate type of confidential support when his/her parents are not notified (e.g., sexual assault centre, Kids Help Phone).
- 2.6** If moving a student is the best course of action to maintain school safety or to protect the student, the Board will coordinate a transition meeting. All teaching and non-teaching staff involved in the transition meeting will respect the confidentiality of the information shared.