

1. Purpose

As a Catholic community, it is the mission of the Catholic District School Board of Eastern Ontario to shape Catholic education within our schools in keeping with Gospel values and the teachings of the Roman Catholic Church. Schools within the Catholic District School Board of Eastern Ontario strive for academic excellence and the development of a strong, caring community. Our vision is for students to think clearly, act wisely, feel deeply, and live responsibly. To this end, all members within the school community accept responsibility for the well-being of every other member.

Our Code of Conduct's Standards of Behaviour are based upon the Gifts of the Holy Spirit which foster Wisdom, Understanding, Right Judgement, Courage, Knowledge, Reverence, Wonder and Awe for all individuals.

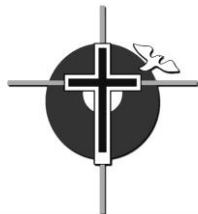
All persons within the Catholic school community are to be treated with respect and dignity. It is the responsibility of all students, parents, and staff to be aware of their rights and the rights of others and to act accordingly based on the Gospel values upon which our Catholic Faith is founded.

A whole-school approach is taken to ensure that schools are safe, inclusive, and accepting. Members within the school community are expected to use peaceful means to resolve conflict. Respect and civility are essential in maintaining a safe learning and Christian environment. Responsible discipleship will be the vehicle used to promote peaceful communities. Through a variety of programs and learning experiences, all schools will promote an environment where conflict and difference can be addressed in a manner characterized by respect and compassion.

In communities characterized by the peace of Christ, the possession, use or threatened use of any object or serious threat which endangers the safety of anyone will not be tolerated. Alcohol, illegal drugs or any misuse of harmful substances will not be accepted.

Any hurtful act towards any individual that threatens or challenges personal dignity, safety, learning and teaching will be respectfully addressed through means of forgiveness, reflection, restitution and restorative justice.

The provincial standards as outlined in the Code of Conduct apply to all individuals on school property, on buses or at school authorized events/activities or in other circumstances where engaging in the activity will have an impact on the school climate.



2. Administrative Procedure

- 1) The Catholic District School Board of Eastern Ontario sets clear standards of behaviour which apply not only to students, but to all individuals involved in school activities whether they are on school property, on school buses, at school related events or activities, or in circumstances that could have an impact on school climate. The Board's Code of Conduct is based on the Education Act and PPM 128.
- 2) The Board shall provide activities, programs, training and curriculum resources to ensure that all staff develop the skills, confidence, attitudes and behaviours necessary to celebrate positive behaviour, to implement positive classroom conflict management strategies and to educate the students about bullying and violence prevention.
- 3) The Board shall endeavour to assist students through curricula, skills-based training and specific programs to handle conflict and/or anger in an effective and peaceful manner.
- 4) The Board shall recognize the regional protocol between the area school boards and police departments governing police interventions. Parents will be notified of police intervention in accordance with the protocol.
- 5) In conjunction with school board policy, principals will develop a process to create or revise a local code of conduct which ensures consultation with all members of the school community, early and ongoing intervention strategies and opportunities to guide and support with dignity and care all individuals within the Catholic District School Board of Eastern Ontario.

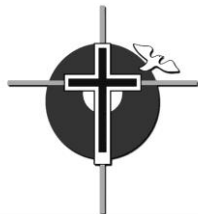
Provincial Code of Conduct: The provincial Code of Conduct referenced in this policy was released by the Ministry of Education on October 4, 2007. It is contained in PPM 128 and provides the framework for the board's Code of Conduct.

3. Guidelines

1) Respect, Civility, Inclusion, and Responsible Citizenship

To ensure students feel safe, included, and accepted, all members of the Catholic school community must:

- i. respect and comply with all applicable federal, provincial and municipal laws including the teachings and laws of the Catholic Church;
- ii. demonstrate Gospel values including honesty and integrity;

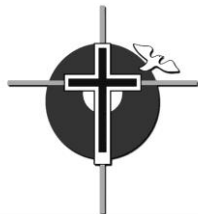


- iii. respect differences in people, their ideas and opinions;
- iv. treat one another with dignity and respect at all times, and especially when there is a disagreement;
- v. treat others fairly, respecting race, ancestry, place of origin, colour, ethnic origin, citizenship, religion, gender, sexual orientation, age or disability;
- vi. cherish, honour and respect the rights of others;
- vii. show proper care and regard for school property and the property of others;
- viii. take appropriate measures to help those in need;
- ix. seek assistance from a member of the school staff, if necessary, to resolve conflict peacefully;
- x. respect all members of the Catholic school community including persons in position of authority;
- xi. respect the need of others to work in an environment that is conducive to learning and teaching, including by ensuring that the use of personal mobile devices during instructional time is permitted under the following circumstances:
 - for educational purposes, as directed by an educator
 - for health and medical purposes
 - to support special education needs
- xii. respect the need of others to work in a Catholic environment that is conducive to learning, teaching and growing in Christ; and
- xiii. at all times use language that is reflective of a Catholic environment.

2) Safety

Members of the Catholic school community must not:

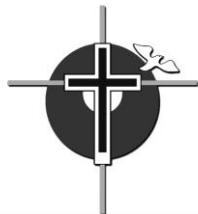
- i. engage or encourage passively and/or actively bullying or cyber-bullying behaviours;
- ii. commit sexual assault;
- iii. traffic weapons or illegal drugs;
- iv. give alcohol or cannabis to a minor;
- v. commit robbery;
- vi. be in possession of any weapon, including firearms;



- vii. use any object to threaten or intimidate another person.
- viii. cause injury to any person with an object;
- ix. be in possession of, or be under the influence of, or provide others with alcohol, cannabis (unless the individual has been authorized to use cannabis for medical purposes), illegal drugs or non-prescription drugs;
- x. inflict or encourage others to inflict bodily harm on another person;
- xi. engage in hate propaganda and other forms of behaviour motivated by hate or bias;
- xii. inappropriately use electronic media or communication devices (i.e., recording, filming and transmitting);
- xiii. commit an act of vandalism that causes damage to school property or to property located on the premises of the school.

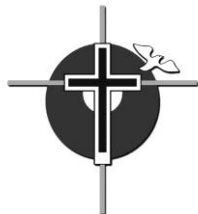
3) Roles and Responsibilities

- a. **School Board** - The Catholic District School Board of Eastern Ontario will provide direction to their schools to ensure opportunity, academic excellence, and accountability in a faith-filled environment in all educational facilities. It is the responsibility of the school board to:
 - i. develop policies that set out how 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, inclusion, acceptance, responsible citizenship, safety and the Catholic Graduate Expectations;
 - ii. review these policies regularly with students, staff, parents, volunteers, and the Catholic community;
 - iii. seek input from Catholic School Councils, Parent Involvement Committee, Special Education Advisory Committee, parents, students, staff members, and the school and parish community;
 - iv. establish a process that clearly communicates the provincial Code of Conduct and school board codes of conduct to all parents, students, staff members, and members of the Catholic school community in order to obtain their commitment and support;



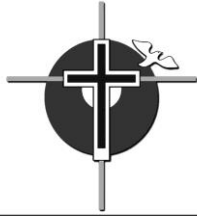
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- v. develop effective intervention strategies and respond to all infractions related to the standards for respect, civility, responsible citizenship, safety and the Catholic Graduate Expectations;
 - vi. provide opportunities for all of the staff to acquire the knowledge, skills, and attitudes necessary to develop and maintain academic excellence in a safe learning and faith-based teaching environment that our schools provide.
- b. **Principals** - Under the direction of the Catholic District School Board of Eastern Ontario, principals will take a leadership role in the daily operation of a school. In providing this leadership they will:
- i. model Gospel values through all daily interactions with all individuals;
 - ii. demonstrate care for the Catholic school community and a commitment to academic excellence in a safe teaching and faith filled learning environment;
 - iii. hold everyone under their authority accountable for his or her behaviour and actions;
 - iv. empower students to be positive leaders in their Catholic school and community;
 - v. communicate regularly and meaningfully with all members of their Catholic school community; and
 - vi. prevent bullying in schools.
- c. **Teachers and Other School Staff Members** - Under the leadership of their principals, teachers and other school staff members maintain order in the school 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:
- i. model Gospel values through all daily interactions with all individuals;
 - ii. help students work to their full potential and develop their sense of self-worth;
 - iii. empower students to be positive leaders in their classroom, Catholic school, and parish community;
 - iv. communicate regularly and meaningfully with parents;
 - v. maintain consistent standards of behaviour for all students;
 - vi. demonstrate respect for all students, staff, parents, volunteers, and the members of the Catholic school community;



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- vii. prepare students for the full responsibilities of citizenship and discipleship;
 - viii. prevent bullying in schools.
- d. **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 and discipleship through acceptable behaviour. Respect and responsibility are demonstrated when students:
- i. model Gospel values through all daily interactions with all individuals;
 - ii. come to school prepared, on time, and ready to learn;
 - iii. show respect for himself or herself, for others, for those in authority and for their surroundings on and off school property;
 - iv. refrain from bringing anything to school that may compromise the safety of others;
 - v. follow the established rules and take responsibility for his or her own actions;
 - vi. prevent bullying in schools.
- e. **Parents** - Play an important role in the education of their children, and can support the efforts of Catholic school staff in maintaining a safe and respectful faith-filled learning environment for all students. Parents fulfill their role when they:
- i. model Gospel values through all daily interactions with all individuals;
 - ii. show an active interest in their child's schoolwork and progress;
 - iii. communicate respectfully and regularly with the school;
 - iv. help their child be neat, appropriately dressed, and prepared for school;
 - v. ensure that their child attends school regularly and on time;
 - vi. promptly report to the school their child's absence or late arrival;
 - vii. show that they are familiar with the provincial Code of Conduct, the Board's Code of Conduct, and school rules;
 - viii. encourage and assist their child in following the rules of behaviour;
 - ix. assist and support school staff in dealing with disciplinary issues involving their child; and
 - x. prevent bullying in schools.



- f. **Community Partners and the Police** - Through outreach, partnerships already in place may be enhanced and new partnerships with community agencies and members of the community (e.g., Aboriginal Elders) may also be created. Community agencies are resources that the Catholic District School Board of Eastern Ontario can use to deliver prevention or intervention programs to prevent bullying and promote a safe, inclusive and accepting school climate. Protocols are effective ways of establishing linkages between the Catholic District School Board of Eastern Ontario and community agencies which would encompass such areas as child protection, mental health and youth justice systems in order to formalize the relationship between them. These partnerships will respect all applicable collective agreements.

The police play an essential role in making our schools and communities safer. The police investigate incidents in accordance with the protocol developed with the Catholic District School Board of Eastern Ontario. These protocols are based on a provincial model that was developed by the Ministry of the Solicitor General and the Ministry of Education.