



1. Purpose

In keeping with the Board's commitment to provide a safe environment in its schools, behaviour which jeopardizes the emotional well-being or physical safety of students or staff shall not be tolerated. Therefore, it is the goal of the Board to eliminate intimidation, harassment and threats from every aspect of school life and promote Gospel values in all interactions.

2. Administrative Procedure

- 1) The following definitions will be used:
 - a) **Intimidation:** To frighten, discourage or inhibit by the use of verbal or non-verbal actions in order to influence conduct.
 - b) **Sexual Harassment:** One or a series of comments or conduct of a gender-related or sexual nature that is known or might reasonably be known to be unwelcome/unwanted, offensive, intimidating, inappropriate or hostile.
 - c) **Threats:** Verbal promise or overt action forewarning trouble, worry or harm.

Any form of harassment or threats perpetrated by anyone in the school, whether intentional or unintentional, shall be condemned as unacceptable.

- 2) Where a student acts in violation of the policy, the principal will:
 - a) inform the student the behaviour is in violation of Board Policy and section 306.(1) of the Education Act;
 - b) communicate with the parent or guardian and may request a meeting;
 - c) consider a suspension of up to 20 days depending on the seriousness of the situation and considering mitigating as well as other factors prescribed by the regulations;
 - d) consider a referral of the student to a school chaplain, counselor, student support worker, psychologist or recommend that the parent/guardian seek professional help from an external agency;
 - e) in the case of threats of serious physical injury, inform the police, complete and file a Violent Incident Form;
 - f) consider alternative learning placement and/or programs for such student and removing the student from the class of any person that the student has threatened and/or any activity in which the threatened student is participating in.