



Administrative Procedure: Code of Conduct

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1.0 Introduction

- 1.1 The Superior North Catholic District School Board's Code of Conduct is based on our values and the expectations and values of the provincial Code of Conduct.
- 1.2 The Code of Conduct will reflect the values and mission of the Superior North Catholic District School Board. We value:
 - 1.2.1 the presence of God in each person;
 - 1.2.2 an inclusive Catholic culture that instills compassion;
 - 1.2.3 hope, integrity, faithfulness, respect and self-worth;
 - 1.2.4 Catholic-based spiritual development;
 - 1.2.5 and student success.

2.0 Purposes of the Code

- 2.1 Subsection 301(1) of Part XIII of the Education Act states that “the Minister may establish a code of conduct governing the behaviour of all persons in schools.” Subsection 301(2) sets out the purposes of this provincial code of conduct as follows:
- 2.1.1 To ensure that all members of the school community, especially people in positions of authority, are treated with respect and dignity.
 - 2.1.2 To promote responsible citizenship by encouraging appropriate participation in the civic life of the school community.
 - 2.1.3 To maintain an environment where conflict and difference can be addressed in a manner characterized by respect and civility.
 - 2.1.4 To encourage the use of non-violent means to resolve conflict.
 - 2.1.5 To promote the safety of people in the schools.
 - 2.1.6 To discourage the use of alcohol, illegal drugs, tobacco/nicotine and, except by a medical cannabis user, cannabis.
 - 2.1.7 To prevent bullying in schools.

3.0 Roles & Responsibilities

- 3.1 **School Boards** provide direction to their schools to promote student achievement and well-being and to ensure accountability in the education system. It is the responsibility of school boards to:
- 3.1.1 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.
 - 3.1.2 Establish a process that clearly communicates the Provincial Code of Conduct and School Board Codes of Conduct to all parents and/or guardians, students, staff members, and members of the school community in order to obtain their commitment and support.
 - 3.1.3 Review these policies regularly with those listed above and revise them as

necessary.

- 3.1.4 Seek input from school councils, their Catholic Parent Involvement Committee, their Special Education Advisory Committee, and the Indigenous Education Advisory Council.
 - 3.1.5 Develop effective intervention strategies and respond to all infractions related to the standards for respect, civility, responsible citizenship and safety.
 - 3.1.6 Provide opportunities for all staff to acquire the knowledge, skills and attitudes necessary to promote student achievement and well-being in a safe, inclusive, and accepting learning environment.
 - 3.1.7 Collaborate to provide coordinated prevention and intervention programs and services and should endeavour to share effective practices.
- 3.2 **Principals**, under the direction of their School Board, take a leadership role in the daily operation of a school. They provide this leadership by:
- 3.2.1 Demonstrating care for the school community and a commitment to student achievement and well-being in a safe, inclusive, and accepting learning environment.
 - 3.2.2 Holding everyone under their authority accountable for their behaviour and actions.
 - 3.2.3 Empowering students to be positive leaders in their school and community.
 - 3.2.4 Communicating regularly and meaningfully with all members of their school community.
 - 3.2.5 Model the standards of respect, civility and responsible citizenship.
- 3.3 **Teachers & Other School Staff Members**, under the leadership of their principal, maintain a positive learning environment and are expected to hold everyone to the highest standard of respectful and responsible behaviour. As role models, staff members uphold these high standards when they:
- 3.3.1 Help students work to their full potential and develop their self-worth.
 - 3.3.2 Empower students to be positive leaders in their classroom, school, and

community.

- 3.3.3 Communicate regularly and meaningfully with parents and/or guardians.
 - 3.3.4 Maintain consistent and fair standards of behaviour for all students;
 - 3.3.5 Demonstrate respect for all students, staff, parents and/or guardians, volunteers, and members of the school community.
 - 3.3.6 Prepare students for the full responsibilities of citizenship, in particular, the skill of respectful communication, both in person and online.
 - 3.3.7 Model the standards of respect, civility, and responsible citizenship. This includes modelling the appropriate use of personal mobile devices. Educators are not to use personal mobile devices during instructional time, unless for work-related purposes.
- 3.4 **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 students:
- 3.4.1 Come to school prepared, on time and ready to learn.
 - 3.4.2 Show respect for themselves, for others and for those in positions of authority.
 - 3.4.3 Refrain from bringing anything to school that may compromise the safety of others.
 - 3.4.4 Follow the established rules and take responsibility for his or her own actions.
- 3.5 **Parents and/or Guardians** play an important role in the education of their children and can support the efforts of school staff in maintaining a safe, inclusive, accepting and respectful learning environment for all students. Parents and/or guardians fulfill their role when they:
- 3.5.1 Are engaged in their child's schoolwork and progress.
 - 3.5.2 Communicate regularly with the school.
 - 3.5.3 Ensure that their child attends school regularly and on time.

- 3.5.4 Promptly report to the school their child's absence or late arrival.
 - 3.5.5 Become familiar with the Provincial Code of Conduct, the Board's Code of Conduct and the school's Code of Conduct.
 - 3.5.6 Encourage and assist their child in following the rules of behaviour.
 - 3.5.7 Assist school staff in dealing with disciplinary issues involving their child.
 - 3.5.8 Help their child be appropriately dressed and prepared for school.
- 3.6 **Community Partners and The Police** are resources that boards can use to deliver prevention or intervention programs. The police play an essential role in making our schools and communities safer (Police & School Protocol ES 309 [Policy P-ES-309](#) and [Administrative Procedure - AP-ES 309](#)).
- 3.7 **Senior Team & Trustees**, due to their influential positions within the school Board will role model the following when dealing with employees of the Board, students, parents and/or guardians and anyone affiliated with the Board and the community:
- 3.7.1 Honesty and integrity;
 - 3.7.2 respect and dignity;
 - 3.7.3 responsibility and fairness.

4.0 Standards of Acceptable Behaviour

- 4.1 All members of the school community must:
- 4.1.1 Respect and comply with all applicable federal, provincial and municipal laws.
 - 4.1.2 Comply with all Ministry of Education, school board and school policies.
 - 4.1.3 Demonstrate honesty and integrity.
 - 4.1.4 Respect differences in people, their ideas and opinions.
 - 4.1.5 Treat one another with dignity and respect, both in person and online, at all times, and especially when there is disagreement or difference.
 - 4.1.6 Respect and treat others fairly, regardless of, for example, race, ancestry,

place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status, or disability.

- 4.1.7 Respect the rights of others.
- 4.1.8 Show proper care and regard for school property and the property of others.
- 4.1.9 Take appropriate measures to help those in need.
- 4.1.10 Respect all members of the school community, especially persons in positions of authority.
- 4.1.11 seek assistance from a member of the school staff, if necessary, to resolve conflict peacefully.
- 4.1.12 Refrain from using abusive language or swearing at another person.
- 4.1.13 Respect the needs of others to work in an environment that is conducive to learning and teaching.
- 4.1.14 Not use personal mobile devices during instructional time except under the following circumstances:
 - a. For educational purposes, as directed by an educator
 - b. For health and medical purposes
 - c. To support special education needs

5.0 Safety

- 5.1 All members of the school community must not:
 - 5.1.1 Be in possession of any weapon, including firearms.
 - 5.1.2 Intentionally cause an injury to any person with an object.
 - 5.1.3 Use any words or object to threaten or intimidate another person.
 - 5.1.4 Be in possession of, or under the influence of, or provide others with, alcohol or illegal and illicit drugs. Be in the possession of alcohol, cannabis, and illegal drugs.
 - 5.1.5 For students, this would also include being in possession of electronic

cigarettes, tobacco and nicotine products.

- 5.1.6 The Smoke-Free Ontario Act prohibits smoking (tobacco and cannabis) and the use of electronic cigarettes (vaping) at schools, on school grounds, and in all public areas within 20 meters of these grounds.
- 5.1.7 The Smoke-Free Ontario Act, also prohibits the sale and supply of tobacco or e-cigarettes to anyone under 19 years of age.
- 5.1.8 Inflict or encourage others to inflict bodily harm on another person.
- 5.1.9 Engage in bullying behaviours (ie. verbal, social, physical, cyber).
- 5.1.10 Commit any form of sexual assault or sexual harassment.
- 5.1.11 Traffic weapons or illegal drugs.
- 5.1.12 Give alcohol or cannabis to a minor.
- 5.1.13 Commit robbery or theft.
- 5.1.14 Engage in hate propaganda and other forms of behaviour motivated by hate or bias.
- 5.1.15 Commit an act of vandalism that causes extensive damage to school property or to property located on the premises of the school or to the property of a member of the school community.
- 5.1.16 Threaten or intimidate another person.
- 5.1.17 Use or be under the influence of alcohol, cannabis, tobacco, electronic cigarettes, illegal drugs or related products.

6.0 Accountability practices under the Code of Conduct

- 6.1 The board will enforce the Code of Conduct with the obligations under the Education Act and other applicable legislation and provincial policies, including PPM 145 Progressive discipline and promoting positive student behaviour.