

Policy no. 2018-CA-25	Policy on Safe, Caring Schools and Centres
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Origin:	Council of Commissioners	

*NOTE: The masculine gender, when used in this document, refers to both women and men. No discrimination is intended.*

**1.0 PREAMBLE**

The Sir Wilfrid Laurier School Board (SWLSB) believes that everyone in its community is entitled to a safe, healthy, secure, respectful and caring environment and that education should prepare our students for a responsible life in a free society, in a spirit of understanding, peace, tolerance and equality of sexes based on the principles of respect, diversity and inclusion.

The school board believes that education should also develop an understanding of human rights and

3.1.3 At all sponsored events, meetings, conferences and school board functions, etc.

3.2 This policy and the related guidelines refer to the following topics:

- 3.2.1 Progressive discipline interventions
- 3.2.2 Mitigating factors
- 3.2.3 Code of conduct
- 3.2.4 School-wide crisis intervention plans
- 3.2.5 Bullying and violent behaviour (minor students)
- 3.2.6 Suspension and expulsion guidelines
- 3.2.7 Harassment among adults, employees and adult students
- 3.2.8 Violent behaviour among adults, employees and adult students
- 3.2.9 Code of conduct for non-employees
- 3.2.10 Judicial record declarations and verifications

#### 4.0 FRAME OF REFERENCE

- 4.1 The Education Act
- 4.2 SWLSB Drug Prevention and Intervention Protocol
- 4.3 SWLSB Policy Concerning Tobacco, Drugs and Alcohol
- 4.4 SWLSB Policy and Procedure on Harassment
- 4.5 SWLSB Emergency Preparedness Policy
- 4.6 SWLSB Policy on Respect for Diversity
- 4.7 SWLSB Guiding Principles
- 4.8 Collective agreements of all categories of personnel
- 4.9 Management policies regulating the working conditions of administrators



- 6.2.12 Enhances communication with parents and community partners to build public awareness of initiatives regarding safe and caring schools/centres and encourages them to be actively involved in the implementation of these initiatives;
- 6.2.13 Promotes the acceptance and inclusion of all individuals, regardless of economic status, national or ethnic origin, religion, culture, body image, gender, sexual orientation, gender identity, age or ability.

### 6.3 BUS DRIVERS

- 6.3.1 Respect and apply the transportation policy and procedural manual;
- 6.3.2 Model and encourage positive social behaviours;
- 6.3.3 Ensure the safety and security of all passengers.

### 6.4 STUDENTS

- 6.4.1 Are actively engaged in the creation and maintenance

## APPENDIX I

### PROGRESSIVE DISCIPLINE

Progressive discipline is an approach that makes use of a continuum of:

- prevention programs;
- preventive actions;
- interventions;
- supports and consequences;
- strategies that promote positive behaviours.

When things go wrong, one is expected to accept responsibility and repair the harm in an environment where everyone is supported and treated with integrity and respect. The range of interventions, supports and consequences used by the schools must be clear and developmentally appropriate, and must include learning opportunities for students in order to reinforce positive behaviours and help students succeed.

For students with special needs, interventions and supports must be consistent with the expectations in their Individualized Education Plan (IEP) or their demonstrated abilities. Notwithstanding the above, schools should attempt to apply their code of conduct and ABAV plan.

The Sir Wilfrid Laurier School Board recognizes that, in some circumstances, positive practices might not be effective or sufficient to address inappropriate student behaviour. In such circumstances, the school board

Examples of **progressive disciplinary interventions** include (but are not limited to):

- Parent notification
- Admonishment/conference with student (verbal warning)
- Written work assignment with a learning component (reflection)
- Temporary withdrawal from class/privileges
- Reintegration plan - restorative practices
- Written warning and deprivation of privilege(s)/service(s)
- Restitution for damages
- Probation and letter of expectations
- Referral to school professionals
- Referral to local social and health services
- In-school suspension
- Out-of-school suspension
- Legal action/report to police, if required
- Signalling to youth protection
- Convocation to a disciplinary hearing at the school board
- School transfer
- Expulsion

The school board may recommend additional action such as counselling or other interventions. All interventions and consequences are confidential.