



**SAFE & CARING LEARNING ENVIRONMENT  
AT ALBERT LACOMBE CATHOLIC ELEMENTARY SCHOOL  
STUDENT CODE OF CONDUCT POLICY**

*Sustaining a Safe and Caring Learning Environment in Greater St. Albert Catholic Schools*

*Definitions:*

1. Harassment refers to derogatory (e.g., excessively critical, insulting, belittling) or vexatious (e.g., aggressive, angry, antagonistic) conduct or comments that are known or ought reasonably to be known to be offensive or unwelcome. Harassment includes, but is not limited to, the following:
  - a. any objectionable comment, act, or display that demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat;
  - b. conduct or comments involving any of the prohibited grounds of harassment and discrimination as defined in the *Alberta Human Rights Act*.

Any form of harassment may be caused by a single incident or a series of events.

2. Sexual Harassment includes comments, gestures or physical conduct of a sexual nature where an individual knows or ought reasonably to know that the behaviour is unwelcome and personally offensive. Sexual harassment includes, but is not limited to:
  - a. inappropriate or derogatory comments, humour, insults or behaviour based on gender and/or gender expression, gender identity;
  - b. inappropriate, lewd, or sexually offensive written, graphic or behavioural displays on school board property;
  - c. inappropriate, lewd, or sexually offensive slogans or graphics displayed on clothing worn on school board property or during school-related activities;
  - d. inappropriate conversation, physical touching, or leering that could be construed to be a sexual advance;
  - e. inappropriate conversation regarding an individual's sexual behaviour;
  - f. unsolicited and/or unwanted requests to engage in sexual activity;
  - g. reprisal or threat of reprisal against an individual for rejecting a sexual solicitation or advance.

3. Bullying refers to repeated and hostile or demeaning behaviour by an individual where the behaviour is intended to cause harm, fear or distress to another individual in the school community, including psychological harm or harm to the individual's reputation. Bullying often occurs in circumstances where one party endeavors to maintain power and control over another based upon systemic inequalities within a social setting.

### **Harassment and Bullying Codes of Conduct**

The school does not support Harassment and Bullying in any of its schools and / or sites or at all. To this end, the Greater St. Albert Catholic School District has implemented (and revised) the following Administrative Procedures which will serve as the basis for addressing matters pertaining to Harassment and Bullying:

- a) New Administrative Procedure – Student Discipline Framework, Administrative Procedure 350
- b) Revised Harassment Administrative Procedure 460 (Employees)
- c) Revised Harassment Administrative Procedure 358 (District Students)
- d) Revised Safe and Caring Learning Environments Administrative Procedure 359
- e) Revised Code of Conduct Review to Address Bullying Behaviour Administrative Procedure 360
- f) Revised Accommodating and Respecting Gender Identity and Expression Administrative Procedure 361
- g) Revised Use of Technology Administrative Procedure 140
- h) Revised Social Media Administrative Procedure 149

Staff will refer to these documents when making decisions for acting upon matters of harassment and bullying.

### **District Expectations**

1. No action toward another student, regardless of the intent of that action, will or is intended to cause harm, fear, or distress to that student.
2. No action toward another student within the school community will or intend to diminish the student's reputation within the school community.
3. Any action that contributes to a perception of Bullying, whether it occurs during school time, or after school hours, or whether by electronic or other means, will be addressed by the school if it is determined that the actions impact the well-being of the alleged victim within the school community.
4. Any action that humiliates or contributes to diminishing the reputation of a student because of race, religious beliefs, colour, gender identification, gender expression, physical disability, mental disability, ancestry, age, place of origin, marital status of parents, source

of income of parents, family circumstances, or gender expression, or gender identity of a student may be applicable to and assessment of harassment.

5. No report by a student that he / or she is being “harassed” or “bullied” will be ignored by school official. The official will report the incident to the school principal who shall investigate the matter and act in accordance with Harassment Administrative Procedure 358 (Students) as required.
6. In establishing consequences for bullying, teachers and principals will use corrective interventions that consider the context of the circumstance, the behavioural history of the students involved, and the age / stage of development of the student.
7. If in the opinion of the teacher or principal an act of Bullying has occurred, interventions will be applied dedicated to stopping the behaviour in the future, and supporting the victimized student. Those disciplined for their involvement in bullying will be communicated what to “stop” doing, and “start” doing in order to further a safe and caring culture within the school.
8. Incidences of Bullying that adversely impact the safety of individuals or are an affront to the common good of the school community may be addressed through application of applicable administrative procedures and practices, including Harassment Administrative Procedures 358 (District Students) and 460 (Employees).
9. Students will not be discriminated against according to the application that the Alberta Human Rights Act and the Canadian Charter of Rights and Freedoms has to the School Board as a Catholic Separate School District.
10. All actions by students that impact the safety and well-being of students or staff will be addressed through the Student Discipline Framework AP 350 and the Harassment AP 358 (District Students) as appropriate.
11. The expectation for students in all their school-related interactions that pertain to the School District is that they: a) conduct themselves in a manner which upholds the dignity and worth of all members of the school community; b) be aware of and adhere to their school’s code of conduct; and c) be aware that these expectations from the school’s and district’s standards for creating a safe and caring school.
12. Appropriate interventions and supports will be provided to the student who has engaged in wrongdoing to ensure that the student establishes productive, positive behaviors in the future.

### **Our School’s Expectations**

The mission of our school division speaks to nurturing each student *“to learn, live fully, and serve others”*. We place the well-being of students at the forefront of the operation of our school. Most importantly, our passion in this regard is motivated by our core belief that all students are created in the image and likeness of Christ. For this reason, our staff will work to ensure that each student

enrolled in our school is provided with a welcoming, caring, respectful, safe and Christ-centered environment that promotes the well-being of all students and fosters community support for achieving this goal. Our staff strives to model this attitude in our work with students and believe strongly in our school mission statement: **What Starts Here Changes the World.**

Albert Lacombe students are encouraged to demonstrate the behaviour of B.E.A.R.S.:

- **B**elonging – we want all students feel included and welcomed
- **E**xcellence –we give our best effort; we strive to improve
- **A**ccountability – others can count on us to be responsible; we take responsibility for our actions.
- **R**espect – we consistently treat everyone in the school community with dignity
- **S**afety – we make school safe for everyone, physically and emotionally

*This code will be reviewed for its effectiveness in meeting District expectations annually.*

Please note that Section 32 of the *Education Act*, specifies the following reminder for parents:

A parent has the prior right to choose the kind of education that shall be provided to the parent's child, and as a partner in education, has the responsibility to:

- a) act as the primary guide and decision-maker with respect to the child's education,
- b) take an active role in the child's educational success, including assisting the child in complying with section 31,
- c) ensure that the child attends school regularly,
- d) ensure that the parent's conduct contributes to a welcoming, caring, respectful and safe learning environment,
- e) co-operate and collaborate with school staff to support the delivery of supports and services to the child,
- f) encourage, foster and advance collaborative, positive and respectful relationships with teachers, principals, other school staff and professionals providing supports and services in the school, and
- g) engage in the child's school community.

The School values your participation within our school community to support the safety, well-being, and success of all our students.

We look forward to working with students and parents to help our young BEARS know God's love and put the messages of Jesus into action in their daily lives! **WHAT STARTS HERE CHANGES THE WORLD!**

**This code will be reviewed for its effectiveness in meeting District expectations annually.** Revised April 2020 reviewed with Albert Lacombe School Council on April 22 and with the Albert Lacombe Catholic School Faculty on April 24, 2020. Revisions added by GSACRD May 21, 2020.