



## SECTION 6: OPERATIONS

### Policy 6.49: Board Code of Conduct

#### **Supporting Policies**

- 4.04 [Progressive Discipline Policy for Employees](#)
- 4.07 [Employee Ethics](#)
- 6.10 [Drug and Alcohol Policy](#)
- 6.13 [Smoking on School Property](#)
- 6.27.01 [Workplace Violence Policy](#)
- 6.36 [Equity and Inclusive Education](#)
- 6.42 [Use of Information Technologies & Resources](#)
- 6.49.01 [Safe Schools Policy](#)
- 6.49.02 [Progressive Discipline Policy for Students Including Suspension and Expulsion](#)
- 6.49.03 [Bullying Prevention and Intervention for Students](#)

#### **Supporting Procedures**

- [Code of Conduct Administrative Procedure](#)
- [Smudging Procedure](#)

#### **Supporting Protocols and Guidelines**

- [ADSB Acceptable Use Guidelines for Technologies and Resources](#)
- Police and School Protocol – *pending review*

#### **Supporting Templates and Forms**

#### **Other Resources**

- [Bill 13 Accepting Schools Act 2012](#)
- [Human Rights Code](#)
- [Charter of Rights and Freedoms](#)
- [Education Act](#)
- [Criminal Code](#)
- [Provincial Code of Conduct \(PPM128\)](#)
- [Smoke-Free Ontario Act 2017](#)

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## **1.0 Policy Statement**

The Algoma District School Board (ADSB) is committed to fostering and maintaining environments of safety, respect, integrity, and equity for its students, staff, and communities. The Board Code of Conduct will assist in attaining our Vision and supporting our Mission and Values Statements. Each school shall have a School Code of Conduct consistent with the expectations and requirements of the Board Code of Conduct, and the Provincial Code of Conduct (which establishes a foundation for school boards to use in order to help create a positive school climate

that supports the achievement and well-being of all students and respects all human rights) and legislative and Ministry of Education directives.

The provision of a safe environment shall be supported through Provincial, Board and School Codes of Conduct and through the implementation and regular review of effective measures addressing the expectations, rights, and responsibilities of all who are a part of the Board and/or school community. These measures include the provision of appropriate training and support, the establishment of preventive procedures, the provision of appropriate early intervention procedures, and the administration of progressive disciplinary action in accordance with the Education Act, The Criminal Code, Provincial Code of Conduct, Bill 13 Accepting Schools Act 2012, Board Policy, and other appropriate legislation, including the Smoke-Free Ontario Act (2017).

## **2.0 Definitions**

School Community Members: School Community is defined as students, parents, guardians, caregivers, all Board staff, trustees, volunteers, visitors, contractors, police services, community partners, and community groups who access Board facilities.

Personal Mobile Device: Personal mobile devices include any personal electronic device that can be used to communicate or to access the Internet, such as a cell phone, tablet, laptop or smartwatch.

## **3.0 Scope**

- 3.1 The Code of Conduct applies to all ADSB school community members on school premises or any other Board property for any reason.
- 3.2 The Code of Conduct applies on school grounds, during school or Board-related events or activities (on or off Board property), on Board approved transportation, in a virtual environment (e.g. online, social media), or in any other circumstances that could have an impact on the climate of a school or worksite, or the reputation of the Board.
- 3.3 All members of the ADSB school community shall be informed annually of expectations for their behaviour and conduct, as outlined in both the Board and school Codes of Conduct.
- 3.4 Violation of the school or Board Code of Conduct shall be addressed through other relevant ADSB policies, procedures and provincial legislation.
- 3.5 The Board Code of Conduct will be reviewed at least once every three (3) years.

## **4.0 Purpose of the Code**

The Board Code of Conduct is intended to:

- Set clear standards of behaviour for all persons to support our mission, vision, and values statements.
- Make clear that all members of ADSB and its school communities must be treated with respect and dignity.

- Foster an environment where conflict and differences can be addressed in a manner characterized by respect and civility.
- Communicate clearly the expectations and standards of behaviour to all persons.
- Support the use of effective intervention strategies and progressive discipline responses to address behaviours by any persons that are contrary to the Board's standards for respect, responsible citizenship, and physical safety.
- Reinforce that all persons must respect and comply with the Provincial, Board and School Codes of Conduct, in addition to all applicable federal, provincial, and municipal laws.

## 5.0 Standards of Behaviour

### 5.1 Respect, Civility and Responsible Citizenship

#### 5.1.1 All members of the ADSB and its school communities must:

- respect and comply with all applicable federal, provincial, and municipal laws;
- respect and comply with all Ministry of Education, school board and school policies and practices;
- demonstrate honesty and integrity;
- respect differences in people, their ideas, and their opinions;
- treat one another with dignity and respect at all times, in person and online, especially when there is disagreement or difference;
- respect and treat others fairly, regardless of any of the protected grounds under the Ontario Human Rights Code, including age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, gender identity, gender expression, receipt of public assistance, sex and/or sexual orientation;
- respect the rights of others and their right to express their identity;
- show proper care and regard for ADSB property and the property of others;
- take appropriate measures to help those in need;
- seek assistance from staff, if necessary, to resolve conflict peacefully;
- refrain from using abusive language or swearing at another person, particularly at a teacher or at another person in a position of authority;
- respect all members of the ADSB and its school communities, especially persons in positions of authority;
- use technology and Internet access appropriately as outlined in *Policy 6.42: Use of Information Technologies and Resources* and the *ADSB Acceptable Use Guidelines for Technologies and Resources*; and
- store personal mobile devices out of view and powered off or set to silent mode during instructional time except under the following circumstances:
  - for education purposes as directed by an educator,
  - for health and medical purposes; and
  - to support special education needs.

5.1.2 Students shall follow the Board's student dress expectations.

5.1.3 The uttering, writing or use of racial or other discriminatory insults or other slurs or epithets by school community members (e.g. the n-word, pejorative terms used to describe Indigenous peoples or any other protected grounds under the Ontario Human Rights Code), is not permitted in ADSB learning and working environments, in our learning resources and activities, or during any Board sanctioned trips or activities, including athletic events. This includes music that is played during curricular and extracurricular activities.

All staff and volunteers have an obligation to intervene and respond sensitively if they hear racial or other slurs or epithets uttered or used. When intervening and responding, staff and volunteers will not repeat or use the slur or epithet while addressing or explaining the concern.

## 5.2 Safety

All ADSB employees and members of school communities must not:

- engage in bullying behaviours, including cyberbullying;
- commit sexual assault or sexual harassment;
- traffic in weapons or illegal drugs;
- commit robbery or theft;
- be in possession of any weapon, including firearms;
- threaten or intimidate another person;
- threaten to, or cause injury to any person with an object;
- be in possession of alcohol, cannabis (unless the individual has been authorized to use cannabis for medical purposes), or illegal drugs (including prescription drugs which are not prescribed for the person);
  - for students: be in possession of electronic cigarette, tobacco<sup>1</sup> or nicotine products;
- use, or be under the influence of alcohol, cannabis (unless the individual has been authorized to use cannabis for medical purposes), tobacco<sup>1</sup>, electronic cigarettes, illegal drugs or related products;
- provide others with alcohol, illegal drugs, tobacco<sup>1</sup>, electronic cigarettes, or cannabis (unless the recipient is an individual who has been authorized to use cannabis for medical purposes) and related products;
- inflict or encourage others to inflict bodily harm on another person;
- engage in hate propaganda and other forms of behaviour motivated by hate or bias;
- commit an act of vandalism that causes damage to school property, to property located on the premises of the school or the property of a member of the school community;
- record, take or share non-consensual recordings or photos of members of the school community; and
- disregard public health guidelines or directives.

<sup>1</sup>*In accordance with the Smoke-Free Ontario Act, a member of the Indigenous community may carry or use tobacco for traditional cultural purposes.*

This policy shall be administered in conjunction with the *Code of Conduct Administrative Procedure* and other listed relevant policies, procedures and protocols.