



Title: **CODE OF CONDUCT**

Adopted: 12 January 2010

Revised: October 2012, March 2017, December 2020, June 2024

Related: PCE 008 Human rights
PCE 003 Equity and Inclusive Education
SHSM 007 Appropriate Use of Information Technologies
HR 005 Employee Conflict of Interest
SHSM 004: Bullying Prevention and Intervention
SHSM 015 Student Personal Electronic Devices
OPR 004 Social Media Guidelines

Authority: Education Act: Sec 301 (2)
PPM 128: Provincial Code of Conduct and School Boards Code of Conduct
Ontario Schools Code of Conduct
The Smoke Free Ontario Act 2017

POLICY

It is the policy of the Bloorview School Authority (herein referred to as the “Authority”) that the standards of behaviour outlined in this Code of Conduct shall apply to all members of the school community, including students, parents and guardians, teachers and other school staff, Board members, volunteers and visitors:

- on school property;
- while travelling on a school bus;
- in-school sports activities;
- in off-site school-sponsored activities;
- in circumstances where engaging in an activity will have an impact on the school climate or
- In a school virtual learning environment.

BACKGROUND

1. The [Smoke-Free Ontario Act, 2017](#) prohibits smoking (tobacco and cannabis) and the use of electronic cigarettes (vaping) at schools, on school grounds, and all public areas within 20 metres of these grounds. Anyone smoking or vaping on school property is guilty of an offence and if convicted may result in a fine under the *Smoke-Free Ontario Act, 2017*.
2. The [Smoke-Free Ontario Act, 2017](#) also prohibits the sale and supply of tobacco or e-cigarettes to anyone under 19 years of age. Anyone who sells or supplies tobacco or an e-cigarette to a student under 19 years of age is guilty of an offence and if convicted may result in a fine under the *Smoke-Free Ontario Act, 2017*.

GUIDING PRINCIPLES

1. According to the Ontario Education Act the purposes of this provincial code of conduct, as follows:
 - to ensure that all members of the school community, especially people in positions of authority, are treated with respect and dignity;
 - to promote responsible citizenship by encouraging appropriate participation in the civic life of the school community;
 - to maintain an environment where conflict and difference can be addressed in a manner characterized by respect and civility;
 - to encourage the use of non-violent means to resolve conflict;
 - to promote the safety of people in the schools;
 - to discourage the use of alcohol, illegal drugs and, except by a medical cannabis user, cannabis and
 - to prevent bullying in schools.
2. Bloorview School is a safe, inclusive and nurturing community
3. It is the responsibility of all to ensure that all members of the school community are treated with respect and dignity.
4. A positive school climate exists when all members of the school community feel safe, included, and accepted, and actively promote positive behaviours and interactions.
5. The focus of the Authority should be on prevention and early intervention as the key to maintaining a positive school environment in which students can learn and teachers can teach.
6. Standards of behaviour apply to members of the school community, whether they are on school property, on school buses, at school-related events or activities, or in other circumstances that could have an impact on the school climate.
7. An environment must be maintained in which conflict is addressed in a respectful, solution focused manner. The following expectations for staff, students and parents/guardians serve as a reminder to all school community members of the responsibilities required to maintain our positive school environment.
8. This policy will be reviewed at least every three years.

DEFINITIONS

1. A **medical cannabis user** (as defined in the Education Act) is a person who is authorized to possess cannabis for the person's own medical purposes in accordance with applicable federal law.
2. **Personal mobile device** refers to any personal electronic device that can be used to communicate or to access the Internet, such as a cellphone, tablet, laptop or smartwatch.
3. **Cyberbullying** refers to bullying by electronic means as defined in subsection 1(1.0.0.2) of

the *Ontario Education Act*.

GUIDELINES

1. It is the expectation that all members of the school community (students, staff, parents/guardians/visitors) will:
 - respect and comply with all federal, provincial, and municipal laws;
 - comply with all Ministry of Education, Authority and school policies;
 - demonstrate honesty and integrity;
 - respect differences in people, their ideas, and their opinions;
 - treat one another with dignity and respect at all times, especially when there is disagreement;
 - respect and treat others fairly, regardless of, for example, race, ancestry, place of origin, colour, ethnic origin, citizenship, religion, creed, gender, gender identity, gender expression, sexual orientation, age, marital status, family status or disability;
 - respect the rights of others;
 - maintain confidentiality
 - participate in, support, and provide an appropriate program for each student
 - show proper care and regard for school property and the property of others;
 - take appropriate measures to help those in need;
 - seek assistance from a member of the school staff, if necessary, to resolve conflict peacefully;
 - refrain from using abusive language including swearing at another person, especially a teacher, Educational Assistant or a person in a position of authority;
 - respect all members of the school community, especially persons in positions of authority;
 - maintain regular and effective communication
 - respect the need of others to work in an environment that is conducive to learning and teaching;
 - ensure that mobile devices are only used during instructional time for educational purposes (as directed by an educator), for health and medical purposes or to support special education needs.
 - contribute to a safe physical environment
 - follow Authority and applicable Holland Bloorview Kids Rehabilitation Hospital routines and policies
 - refrain from swearing at a teacher or at another person in a position of authority.

2. It is the expectation that no members of the school community will;
 - engage in bullying behaviours; (see SHSM 004: Bullying Prevention and Intervention and SHSM 007 Appropriate Use of Information Technologies) including cyber-bullying;
 - 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 or use any object to threaten or intimidate another person;
 - cause injury to any person with an object;

- be in possession of, or be under the influence of alcohol, illegal drugs or cannabis (unless the individual has been authorized to use cannabis for medical purposes). For students this would include being in possession of electronic cigarettes, tobacco and nicotine products;
 - provide others with alcohol, illegal drugs or cannabis (unless the recipient is an individual who has been authorized to use cannabis for medicinal purposes). For students this would include providing electronic cigarettes, tobacco and nicotine 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 ~~extensive~~ damage to school property, to the property of a member of the school community or to property located on the premises of the school or
 - record, take or share non-consensual recordings or photos of members of the school community.
3. It is the expectation that the Principal will provide leadership by:
- demonstrating care for the school community and a commitment to academic excellence in a safe, inclusive, and accepting teaching and learning environment;
 - holding everyone under their authority accountable for his or her behaviour and actions;
 - empowering students to be positive leaders in their school and community;
 - communicating regularly and effectively with all members of their school community;
 - modeling the standards of respect, civility and responsible citizenship;
 - Allowing students or other persons employed by the board, the use of a personal mobile device if the individual requires the device as an accommodation under the Human Rights Code.
4. It is the expectation that school staff will maintain order in the school. As role models, school staff uphold these high standards when they:
- help students work to their full potential and develop their sense of self-worth;
 - maintain a safe and secure educational environment;
 - maintain confidentiality;
 - empower students to be positive leaders in their classroom, school, and community;
 - communicate regularly and effectively with parents;
 - maintain consistent standards of behaviour for all students;
 - model the standards of respect, civility, and responsible citizenship. This includes modeling appropriate use of personal mobile devices. Educators are not to use personal mobile devices during instructional time, unless explicitly for work-related purposes;
 - demonstrate respect for all students, staff, parents, volunteers, and other members of the school community;
 - prepare students for the full responsibilities of citizenship, in particular the skill of respectful communication both in person and on-line;
 - follow the Authority Dress Code and Appropriate Use of Technologies Guidelines and
 - follow the identified norms of collaboration.

5. It is the expectation that students will 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:
- come to school prepared, on time, and ready to learn;
 - show respect for themselves for others, and for those in authority on field trips and school buses;
 - maintain confidentiality;
 - refrain from bringing anything to school that may compromise the safety of others;
 - respect the property of the school and of others, including personal equipment and belongings;
 - take responsibility for their actions;
 - follow the Authority Dress Code and the Appropriate Use of Technologies Guidelines and
 - follow the established rules such as
 - i. keep hands and feet to yourself
 - ii. wait for your turn
 - iii. be a good friend
 - iv. stop, look and listen
 - v. act safely
6. Parents/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.

It is the expectation that parents/guardians fulfill their role when they:

- show an active interest in their child's school work and progress;
- communicate regularly with the school;
- support the efforts of school staff in maintaining a safe and respectful learning environment for all students;
- maintain confidentiality;
- help their child be neat, appropriately dressed, and prepared for school;
- ensure that their child attends school regularly and on time and is prepared for bus pick-up, if applicable;
- promptly report to the school their child's absence or late arrival;
- show that they are familiar with the provincial Code of Conduct, the board's code of conduct, and school rules;
- encourage and assist their child in following the rules of behaviour and
- assist school staff in dealing with disciplinary issues involving their child.

PROCEDURES

1. For students the expectations of this code of conduct are enforced following the guidelines and procedures as outlined in Policy SHSM 002: Student Discipline, Policy SHSM 015: Personal Electronic Devices and Procedure ST #1: Student Discipline.
2. For staff, any disciplinary procedures taken to address unacceptable behaviour will be established and applied in a manner consistent with their collective agreement.
3. Any behaviour which is contrary to the expectations of this policy must be reported immediately to the person who is in a position of authority. For example, student issues should be reported to a teacher or to the Principal. Inappropriate behaviour by staff, a volunteer or a visitor must be reported to the Principal or the Supervisory Officer.
4. Parents must be notified annually, via the parent Handbook, of the expectations and procedures related to this policy, Policy SHSM 002 Student Discipline, Procedure ST #1: Student Discipline, Policy SHSM 015: Personal Electronic devices and Policy SHSM: Appropriate use of Technologies.
5. Staff must be notified annually, via the staff handbook, of the expectations and procedures related to this policy, Policy SHSM 002 Student Discipline, Procedure ST #1: Student Discipline, Policy SHSM 015: Personal Electronic devices and Policy SHSM: Appropriate use of Technologies.
6. Students must be notified annually of the expectations and procedures related to this policy, Policy SHSM 002 Student Discipline, Procedure ST #1: Student Discipline, Policy SHSM 015: Personal Electronic devices and Policy SHSM: Appropriate use of Technologies, by their classroom teacher.
7. Consideration must be given to the possibility of providing this information in languages other than English.
8. Signs that reflect the behavioural expectations of this policy, will be posted at the entrances to the school and other visible places (NOTE: Ministry to provide guidelines regarding these signs).
9. For any incident or situation which requires the involvement of the police, the police will investigate in accordance with the established protocol and applicable legislation