

FREEDOM FROM VIOLENCE AND AGGRESSION

It is the intent of the Beautiful Plains School Division No. 31 that the working and learning environment should be a safe, secure place that supports intellectual and emotional growth. Therefore, the school environment should be free from violence or threats of violence; physical harassment, hazing, verbal abuse or obscene gestures; intimidation; racial abuse; sexual abuse or sexual harassment, or any other acts of aggression.

It is the position of the Board that employees shall have the responsibility and authority to take appropriate action, so that as much as possible, an environment that is free from aggression or violence is maintained. The Public Schools' Act (Section 96C) states that teachers and administrators "*shall maintain order and discipline in the school*". Therefore, each school shall develop procedures and practices to prevent and to deal with incidents of aggression or abuse.

Less serious incidents could be dealt with by individual teachers through procedures which provide:

- a) fairness;
- b) a system of appropriate progressive consequences that involve wherever possible a learning experience for the offender;
- c) notification of parents (or guardians) and their involvement in dealing with the problem when appropriate; and
- d) reporting and documentation when appropriate.

Instances that involve assault or threat of assault that is of a more serious nature shall be reported to the school administrator. The response to these incidents shall be determined by the administration in consultation with the school staff and/or Division Office.

In these instances, consideration should be given to some or all of the following:

- a) due process and fair procedures;
- b) documentation of the events;
- c) reporting to appropriate parties;
- d) notification of parents or guardians and their involvement in dealing with the problem;
- e) a behavioural plan;
- f) school suspension and/or expulsion;
- g) notification of police if appropriate or necessary; and
- h) supportive board action.

It is also the position of the Division that it supports in-service training which prepares its staff to deal with aggressive actions in a safe and appropriate manner and it supports and encourages programs which will prevent or reduce the possibility of violence or aggression.

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