

## NDSS Code of Conduct

August 2023

The NDSS Code of Behaviour sets out the standards of behaviour that is expected of all members of the school community in order to create a positive climate in the school. Respect, responsibility, civility and academic excellence are promoted so that all members of the school community will feel safe, comfortable and accepted. The purpose of this code of behaviour is:

- 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 school; and
- to discourage the use of alcohol and drugs.

Students are to 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 a student: comes to school prepared, on time, and ready to learn; shows respect for themselves, for others and for those in authority; refrains from bringing anything to school that may compromise the safety of others; and follows the established rules and takes responsibility for their own actions.

Students are to comply with the behaviour expectations while at school, at a school-related activity or in other circumstances where engaging in the activity will have an impact on the school climate.

All members of the NDSS community must show courtesy and respect for themselves and others, especially persons in positions of authority. They must respect differences in people, their ideas, and their opinions. They must treat one another with dignity and respect at all times, and especially when there is a disagreement. Harassment which targets any personal attribute is unacceptable. Harassment is defined as “any unwelcome verbal, written or physical acts or conduct based on prejudices which blatantly disregard the human rights of groups and/or individuals, resulting in disadvantage: for example, women, Indigenous persons, people of Black African ancestry, gays and lesbians” (Board Policy E-21 Human Rights Education Policy). Gender/sexual harassment consists of any unwanted, uninvited remarks, gestures, sounds or actions of a sexual nature that make a person feel unsafe, degraded or uncomfortable.

### **Examples of gender/sexual harassment include:**

- unwanted physical contact such as touching, grabbing, or patting
- rude jokes or suggestive remarks
- demeaning nicknames
- rating, embarrassing whistles
- name or insulting comments written on walls or desks

- stalking
- insulting remarks about sexual orientation
- insulting remarks about race or culture
- graffiti which presents negative, or stereotyped images
- threats based on membership within a particular group

**Fighting is prohibited.**

Students must refrain from horseplay, which can result in injury and/or escalation into genuine physical aggression. Any kind of threatening behaviour or intimidation is prohibited. In accordance with Board Policy and the Criminal Code, the use, threatened use, or possession of weapons, replicas or imitations of weapons on school property is strictly prohibited.

**Student Clothing Expectations:** Staff are responsible for ensuring that student clothing does not interfere with student and staff health or safety requirements.

Clothing and accessories should be free of materials which:

- are racist, sexist, or homophobic
- promote unlawful or unwholesome lifestyles, including but not limited to, drugs and alcohol
- display profanity
- are unhealthy, unhygienic or unsafe
- are reflective of violent or anti-social culture

**Language Expectations:** Students must use appropriate and respectful language at all times. Profanity anywhere in the school, or in any school activity, is unacceptable.

**Reasons:** Profanity cannot be tolerated in the school where the tone must be academic and respectful. This expectation extends into many venues of life, including the workplace, the community in general and public service.

**Smoking/Vaping Expectations:** Students and staff who smoke/vape during the school day must do so at the designated smoking area. The smoking area is located adjacent to the main driveway entrance to the parking lot behind and north of the school sign.

**Reasons:** Smoking is bad for our health. It is important that members of our school community are not exposed to second-hand smoke. Provincial legislation requires that school properties be enforced as smoke-free environments. Use of tobacco/vaping products on school property or during school activities is forbidden by law. It is illegal for students under 16 to smoke or to be in possession of tobacco products. It is also illegal for students to sell or distribute tobacco products to underage persons.

**RESPECT**

**Expected Behaviour:**

- respect differences in people, their ideas, and their opinions;
- respect all members of the school community, including peers, guests, and persons in positions of authority;
- treat one another with dignity and respect at all times, and especially when there is a disagreement;
- respect and treat others fairly, regardless of race, ancestry, place of origin, colour, ethnic origin, citizenship, religion, gender, sexual orientation, age, or disability;
- respect the rights of others;
- respect self and others;

- respect property of the school and school board including cafeteria, computers and networks;
- respect the school and community, for example, dispose of litter in appropriate recycling and garbage containers.

### **Reasons for Expected Behaviour:**

#### **All members of the school community have the right to:**

- be treated with respect and dignity
- an environment where conflict and differences can be addressed in a manner characterized by respect and civility
- have a right to the use of non-violent means to resolve conflict
- a learning environment free from the influences of drugs and alcohol
- an environment conducive to learning
- your appearance reflects your good judgement and your respect for yourself and others
- in taking care of our property, you display pride in your school and help maintain attractive surroundings and useful facilities which are necessary for successful learning for you and fellow students

### **CIVILITY AND RESPONSIBLE CITIZENSHIP**

#### **Expected Behaviour:**

- seek assistance from a member of the school staff, if necessary, to resolve conflict peacefully
- take appropriate measures to help those in need
- demonstrate honesty and integrity
- participate appropriately in the civic life of the school community
- refrain from swearing at school community members including peers, guests and staff
- respect and comply with all applicable federal, provincial, and municipal laws
- show proper care and regard for school property and the property of others

#### **Reasons for Expected Behaviour:**

#### **Responsible citizenship involves:**

- appropriate participation in the civic life of the school community
- taking care of our school buildings, furniture and supplies
- understanding that the costs associated with vandalism and theft are an additional financial burden to students, their parents/guardians and other taxpayers
- Active and engaged citizens are aware of their rights, but more importantly, they accept responsibility for protecting their rights and the rights of others.

### **ACADEMIC EXCELLENCE**

#### **Expected Behaviour:**

- each student is expected to maintain quality work habits by: completing all homework, assignments, and projects as directed by the required deadline, making up missed work, coming to class prepared and ready to participate (with the necessary books, pens, calculators, gym wear etc. as appropriate), participating constructively in class
- each student is expected to maintain regular attendance
- be punctual
- notify the school in case of absences and late arrivals

- students are expected to submit work that represents their own efforts and acknowledges the source of information used in completing your work

**Reasons for Expected Behaviour:**

- students who are engaged in the learning process are more successful
- exemplary work habits learned and practised in school will be valuable throughout life
- consistent attendance helps you achieve goals and benefit from all school activities and services
- arriving late interrupts the learning of others
- students have the right and responsibility to be assessed and evaluated on their own work

**SAFETY**

**Expected Behaviour:**

Members of the NDSS school community must not:

- engage in bullying behaviours, including “cyberbullying” and sexual harassment
- commit sexual assault
- traffic weapons or illegal drugs
- give alcohol to a minor
- commit robbery
- be in possession of any weapon, including firearms and replica weapons
- 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, or provide others with alcohol or illegal drugs
- 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 or to property located on the premises of the school

**Reasons for Expected Behaviour:**

All members of the school community have the right to be safe and to feel safe in their school community.

**PROGRESSIVE DISCIPLINE & CONSEQUENCES**

Progressive discipline is a whole school approach that utilizes a continuum of interventions, support and consequences that include opportunities for reinforcing positive behaviour while helping students make good choices. The focus is on a corrective and supportive approach. Mitigating and other factors will be taken into consideration prior to assigning a consequence.

When inappropriate behaviour occurs, a range of interventions, supports, and consequences that are developmentally appropriate, that include opportunities for students to learn from their mistakes, and to focus on improving behaviour. The frequency, severity and type of behaviour will also be taken into consideration.

Range of possible consequences include (but are not limited to): reminder, warning, discussion, time out, detention, remedial assignment, formal interview with administrator, teacher and student, parent involvement, making restitution (including full payment for damage/vandalism), changing inappropriate clothing, implementation of behaviour management/safety plan, suspension, expulsion, referral to police.

Consequences will reflect the frequency, severity and type of behaviour.

A principal or vice principal shall consider whether to suspend a pupil if he or she believes that the pupil has engaged in any of the following activities while at school, at a school-related activity or in other circumstances where engaging in the activity will have an impact on the school climate:

- Uttering a threat to inflict serious bodily harm on another person
- Possessing alcohol or illegal drugs
- Being under the influence of alcohol
- Being under the influence of drugs
- Swearing at a staff member or at another person in a position of authority
- Committing an act of vandalism that causes extensive damage to school property at the pupil's school or to property located on the premises of the pupil's school
- Engaging in another activity that, under a policy/procedure of the Board, is one for which a suspension may be considered
- Discriminating against another person's race, sexuality or religion
- Persistent truancy
- Opposition to authority
- Habitual neglect of duty
- The willful destruction of school property
- Conduct injurious to the moral tone of the school or to the physical or mental well-being of others in the school
- Smoking on school property
- Bullying
- Medical/immunization
- Profanity/swearing
- Fighting/violence
- Any other activity that is an activity for which a principal may suspend a pupil under a policy of the Board 2007, c. 14, s.4

A principal shall suspend a pupil if he or she believes that the pupil has engaged in any of the following activities while at school, at a school-related activity, or in other circumstances where engaging in the activity will have an impact on the school climate. For the following incidents the principal will suspend and will also consider recommending to the Board's Discipline Committee that a student be expelled:

- Possessing a weapon, including possessing a firearm
- Using a weapon to cause or to threaten bodily harm to another person
- Committing physical assault on another person that causes bodily harm requiring treatment by a medical practitioner
- Committing sexual assault
- Trafficking in weapons or in illegal drugs
- Committing robbery
- Bullying, if, the pupil has previously been suspended for engaging in bullying, AND the pupil's continuing presence in the school creates an unacceptable risk to the safety of another person
- Any activity listed in subsection 306(1) that is motivated by bias, prejudice or hate based on race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation, gender identity, gender expression, or any other similar factor
- Giving alcohol to a minor

- Giving drugs to a minor
- Behaviour that is so refractory that the pupil's presence is injurious to the effective learning and/or working environment of others
- The student has engaged in activities that cause the student's continuing presence in the school to be injurious to the physical or mental well-being of others in the school
- The student has engaged in activities that cause extensive damage to Board property or to goods that are on school Board property
- The student has demonstrated through a pattern of behaviour that he/she has not prospered by the instruction available to him/her and that he/she is persistently resistant to making the changes in behaviour which would enable him/her to prosper
- Any other activity that under a policy of the Board, is an activity for which a principal must suspend a pupil and, therefore in accordance with this part, conduct an investigation to determine whether to recommend to the Board that the pupil be expelled.