

Classroom/Work Environment

Rights & Responsibilities of Staff & Students

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Student Rights

I have the right to:

- Learn
- Be Treated with Respect
- Safety of Person and Possession
- Privacy
- Hear and be Heard

Student Responsibilities

I will:

- Uphold the rights of others
- Treat others with dignity and respect
- Support the safety of other's persons and possessions
- Respect the privacy of others
- Respect the rights of others to hear and be heard

Student Behaviour:

- Students will behave and speak to school staff and fellow students with respect, courtesy and honesty.
- Students and staff have a right to a caring school environment free of violence, prejudice, harassment and other forms of abuse.
- Negative behaviours such as vulgar, profane or obscene language or gestures, harassment, bullying, discrimination, fighting, theft and vandalism will not be tolerated.
- Students shall cooperate with and are accountable to staff of School District 50 for their conduct on school premises during any school function or activity sponsored or approved by the school and/or School Board.
- Rules apply to all students going to, attending and returning from school and/or approved activities.
- Students are to adhere to the standard of behaviour expected and appropriate in a classroom setting.

BCTF (Teacher's) Code of Ethics

The Code of Ethics states general rules for all members of the BCTF for maintaining high standards of professional service and conduct toward students, colleagues, and the professional union.

1. The teacher speaks and acts toward students with respect and dignity and deals judiciously with them, always mindful of their individual rights and sensibilities.
2. The teacher respects the confidential nature of information concerning students and may give it only to authorized persons or agencies directly concerned with their welfare.
3. The teacher recognizes that a privileged relationship with students exists and refrains from exploiting that relationship for material, ideological, or other advantage.
4. The teacher is willing to review with colleagues, students, and their parents/guardians the quality of service rendered by the teacher and the practices employed in discharging professional duties.
5. The teacher directs any criticism of the teaching performance and related work of a colleague to that colleague in private, and only then, after informing the colleague in writing of the intent to do so, may direct in confidence the criticism to appropriate individuals who are able to offer advice and assistance. (See note following #10 and statement 31.B.12.)
6. The teacher acknowledges the authority and responsibilities of the BCTF and its locals and fulfills obligations arising from membership in his/her professional union.
7. The teacher adheres to the provisions of the collective agreement.
8. The teacher acts in a manner not prejudicial to job actions or other collective strategies of his/her professional union.
9. The teacher neither applies for nor accepts a position which is included in a Federation in-dispute declaration.
10. The teacher, as an individual or as a member of a group of teachers, does not make unauthorized representations to outside bodies in the name of the Federation or its locals.

NOTE: It shall not be considered a breach of Clause 5 of the Code of Ethics for a member to follow legal requirements or official protocols in reporting child protection issues.

Harassment

The School Board and School District recognize the right of all to work, to conduct business and otherwise to associate in an environment which is free of harassment. Harassment in any form is totally unacceptable and will not be tolerated. Proven harassers shall be subject to disciplinary actions. Victims of harassment are able to register complaints without reprisal. A person who registers a complaint, which is found to be malicious, shall be subject to disciplinary actions. All parties involved in a complaint agree to respect confidentiality.

Harassment means any improper behaviour by a person that is directed at and offensive to any person and which the alleged harasser knew or ought reasonably to have known would be unwelcome. Harassment comprises objectionable conduct, comment, materials to displays made on either a one-time or continuous basis that demeans, belittles or causes personal humiliation or embarrassment. Harassment does not include behaviour within the bounds of acceptable professional practice.

Harassment also includes the abuse of authority, which means the improper use of power and authority inherent in the position held, to undermine performance, to endanger grades, to threaten economic livelihood, or may way interfere with career or success. It includes such acts or misuses of power as intimidation, threats, coercion and blackmail. Without limiting the foregoing, harassment includes "harassment" within the meaning of the Canadian Human Rights Act, i.e., harassment on the basis of the following prohibited grounds of discrimination: race, national or ethnic origin, colour, religion, age, sex, marital status, disability, or conviction for an offence for which a pardon has been granted. In addition, harassment includes discrimination on the following grounds not mentioned in the Act: health, sexual orientation, political affiliation, or union membership or activity.

For the purpose of this policy, sexual harassment means any conduct, comments, gesture or contact of a sexual nature, whether on a one-time basis or continuous series of incidents, that might reasonably be perceived as placing a condition of sexual nature on any opportunity for employment training, promotion, or grades, etc.

Resolution Procedure:

Step 1:

Sometimes a person does not realize that a particular habit, action, reaction or attitude is unwelcome. Therefore, it is strongly recommended that the complainant speak or corresponds directly with the alleged harasser to express his/her feeling about the situation.

Step 2:

If Step 1 is not utilized or is unsuccessful, the complainant shall contact a representative, available from the principal or professional from the community who is trained in the area of harassment.

Step 3:

Within two (2) days, the complainant's representative will arrange a meeting with the alleged harasser to be held within a further two (2) working days. The alleged harasser should also have a representative present at this meeting. Learners have the right to have a parent or guardian at this meeting. Should there be no resolution at the conclusion of the meeting, the complainant's representative shall immediately contact the Superintendent of Schools, who shall immediately inform the Presidents of the local Unions and/or Associations involved, if any. In the event the Superintendent of Schools is involved as a complainant or as the alleged harasser, the Board shall immediately contact an Arbitrator to arrange arbitration for the earliest possible date.

Step 4:

Within two (2) working days the Superintendent of Schools will convene a meeting of all parties as identified in Step 3 and attempt to resolve the complaint.

Step 5:

Should there be no resolution, the Superintendent of Schools shall immediately contact the earliest available Arbitrator. In the event that none is available within fourteen (14) calendar days, the Superintendent shall secure the services of another arbitrator.

Step 6:

Within fourteen (14) calendar days of the conclusion of the arbitration hearing, the Arbitrator shall deliver a decision to the Board and the parties involved regarding:

- a. whether harassment did or did not take place;
- b. the extent of the harassment, is harassment did take place;
- c. whether the complaint was malicious, and;
- d. whether disciplinary action, if any is to be taken by the Board against the harasser and/or the complaint utilizing the stand of just and reasonable cause.

The Arbitrator's decision shall be binding on all parties.