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**POLICY TITLE: SAFE SCHOOLS AND WORKPLACES**

**Approved: May 6, 1998**  
**Amended: June 12, 2019**

**POLICY NO: 4024**

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## **POLICY**

The Huron-Superior Catholic District School Board is committed to the establishment and maintenance of safe, caring, equitable and inclusive school and workplace environments for all pupils, staff and members of the school community.

The Board recognizes that all people are created in the image and likeness of God and, as such, all people have the right to be treated with dignity, respect and fairness. Every pupil, employee, trustee, parent, parish and community member has the right to learn, work and pray in an environment which is safe and reasonably secure from the peril of harm.

The Board will support and maintain safe, caring, equitable and inclusive environments in schools and workplaces that enhance safety and focus on prevention and early intervention with opportunities for reconciliation, forgiveness and restoration of the community.

Procedural Guidelines to support this policy include:

- Code of Conduct
- Corporal Punishment/Physical Restraint
- Crime Against Property
- Emergency Procedures
- General/Sexual Harassment – For Students
- Police Investigation in Schools
- Pupil Suspension and Expulsion
- Student Discipline
- Trespass to Schools
- Workplace Harassment
- Workplace Violence

The Procedural Guidelines are posted on the Board's website.

### Legal References

Ontario Human Rights Code

Education Act

P/PM 120 Reporting Violent Incidents to the Ministry of Education

P/PM 128 The Provincial Code of Conduct and School Board Codes of Conduct

P/PM 141 School Board Programs for Students on Long-Term Suspension

P/PM 142 School Board Programs for Expelled Students

P/PM 144 Bullying Prevention and Intervention

P/PM 145 Progressive Discipline and Promoting Positive Student Behaviour

Ontario Regulation 472/07 (Mitigating Circumstances)

Ontario Regulation 474 (Access to School Premises)

Occupational Health and Safety Amendment Act (Violence and Harassment in the Workplace 2009)

Trespass to Property Act.

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**ADOPTED** Regular Meeting of the Board October 15, 2014  
Motion B-102

**AMENDED** Regular Meeting of the Board June 12, 2019  
Motion B-382

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