

Delta Christian School Harassment and Bullying Prevention Policy

General

At Delta Christian School, we believe that every student has the right to a safe environment where they experience God's love expressed through their school community. Students should be given opportunities to both add and receive value and be free from all forms of harassment and bullying, regardless of race, colour, disabilities, gender, gender identity and expression, religious beliefs, sexual orientation, ancestry, or national origin. Delta Christian School adheres to the prohibited grounds of discrimination as set out in the BC Human Rights Code in a school environment.

Our expectations are that students will maintain an attitude that is cooperative, courteous, inclusive, and respectful while at school, school events, and where their actions affect the school community. Students have a responsibility to respect the rights and dignity of others and to become actively involved in their own academic learning, social growth, and personal relationship with God. Our goal is that students can learn in an atmosphere that fosters success and connectedness within the community. Parental involvement is a very important factor in situations involving bullying. We will work together as a community to address bullying issues.

Expectations for a Safe and Caring School Environment

A safe and caring school environment is free from acts of:

- Bullying
- Cyber bullying
- Threats and intimidation
- Retribution against a person who has reported incidents
- Violence and abuse
- Discrimination against race, colour, disabilities, gender, gender identity and expression, religious beliefs, sexual orientation, ancestry, or national origin

A safe and caring school environment does not tolerate the presence of:

- Theft
- Vandalism
- Intoxication or banned substances, including vaping
- Weapons, replica weapons, explosives
- Intruders or trespassers (all visitors must report to the school office)

Conduct Expectations

Respect

- Respect Yourself - do your best and make good choices
- Respect Others - be polite, take turns, listen, tell the truth
- Respect Your School - clean up, take care of materials and facilities
- Respect Safety - abide by rules, report dangerous situations, watch out for your friends

Positive Conduct*

- Respect yourself, interact with others in positive, supportive ways
- Help to make the school a safe, caring and orderly place
- Inform a “tellable” adult in a timely manner (in advance, if possible) of incidents of bullying, harassment, intimidation, or other safety concerns
- Engage in learning activities in a purposeful and timely manner
- Act in a manner that brings credit to yourself and the school

Examples of Unacceptable Behaviour*

- Behaviours that interfere with the learning of others, interfere with an orderly environment, create unsafe conditions
- Acts of bullying, harassment, intimidation; physical violence; retribution against a person who has intervened to prevent or report an incident or other safety concern
- Illegal acts, such as possession, use or distribution of illegal or restricted substances; possession of weapons; theft or damage to property

*Behaviours cited in the code of conduct are examples only and not an all-inclusive list

Harassment is defined as:

Aggressive or threatening behaviour, which would be considered by a reasonable person to create an environment conducive to work or study.

Some examples of harassment are, but not limited to:

- Name calling jokes or rumors
- Graffiti
- Written notes or drawings
- Racial slurs
- Intimidating comments or gestures
- Unwelcome touching of a person
- Threatening or violent behaviour
- The use of computer technology to convey harmful, intimidating, or demanding comments

If any words or actions make a student or staff member feel uncomfortable or fearful, that person needs to tell a teacher, the principal, or designated staff member.

Sexual Harassment is defined as:

Unwanted sexual attention, sexual solicitation, or other sexually oriented remarks or behaviours, including remarks about sexual orientation and gender identity, made by a person who knows, or ought reasonably to know, that such attention is unwanted. Sexual harassment may be physical or psychological.

Harassment may occur between people of the same or different status within DCS, and both men and women may be the subject of harassment by members of either sex.

Harassment may occur during one incident, or over a series of incidents, including single incidents, which, in isolation, would not necessarily constitute harassment.

Reprisal or threat of reprisal against any participant in a complaint of harassment under this policy, may, in itself, be considered harassment under this policy.

Harassment Complaints

Allegations of harassment should be made to the Principal or designated teacher. DCS will conduct an investigation and offer reasonable resolution.

Allegations of harassment shall be dealt with in a fair, unbiased and timely manner.

Personas against whom allegations of harassment have been made, shall be advised of the allegations against them, and shall be accorded the opportunity to provide comments in support of their own position.

Allegations of harassment, particularly sexual harassment, may involve sensitive disclosures. Confidentiality is required so that those who may have been harassed feel free to come forward and so that reputations may be protected throughout the procedure.

How Do I Report Harassment?

DCS policy for disagreement amongst its members, will normally follow the Matthew 18 principle. However, in more serious cases of harassment, mediation and action may be required. In order for this process to take place the offended party must:

1. Provide a written report explaining the details about the incident(s). This report must be dated and signed.
2. Oral reports will be converted to written reports. It will then be reviewed, date and signed by the person issuing the complaint. The person's right to privacy will be carefully safeguarded.
3. Reports are to be submitted to the principal or designated teacher.

All reports of harassment will be taken seriously and appropriate actions will take place based on the report, which could include, required counselling or training, in-school or out-of-school suspensions to being removed from the school or facing criminal charges.

DCS will take action if anyone tries to intimidate you or harm you because you have reported.

DCS considers false reports of harassment and retaliation equally inappropriate and will take all necessary actions in such cases.

Consequences of Unacceptable Behaviour May Include Age and Situation-Appropriate Discipline

- Review of the problem by the teacher and student
- Review of the problem by the principal and student
- Notification of parents
- If a student has engaged in an activity that has endangered others, or broken the laws for the land, Delta Christian School may use the following disciplinary measures:
 - Out of school suspension
 - Conference with parents at time of suspension, as well as at time student is scheduled to return to school
- Notification to police or other agencies as required by law
- Student may be required to participate in mandatory drug and alcohol treatment program for youth while attending school
- Student may be required to attend counselling
 - Before returning to school
 - While attending school
- Retribution toward a person who has reported an incident of unacceptable behaviour will be addressed
- If the student chooses to repeat unacceptable behaviour, the Principal may be led to believe they can no longer serve the student, and will be forced by the student's behaviour to expel the student.

There is a progression of expectations held for students as they become older, more mature and move through successive grades. For example:

- Increasing personal responsibility and self-discipline
- Increasing consequences for inappropriate conduct/unacceptable behaviour

The severity and frequency of unacceptable conduct as well as the age and maturity of students are considered in determining appropriate disciplinary action:

- Response to unacceptable conduct are consistent and fair
- Disciplinary action, wherever possible, is preventative and restorative, rather than punitive
- Students, as often as possible, are encouraged to participate in the development of meaningful consequences for violations of the established code of conduct

School Officials have a responsibility to advise other parties of serious breaches of the code of conduct, e.g., parents, police, and/or other agencies. For example:

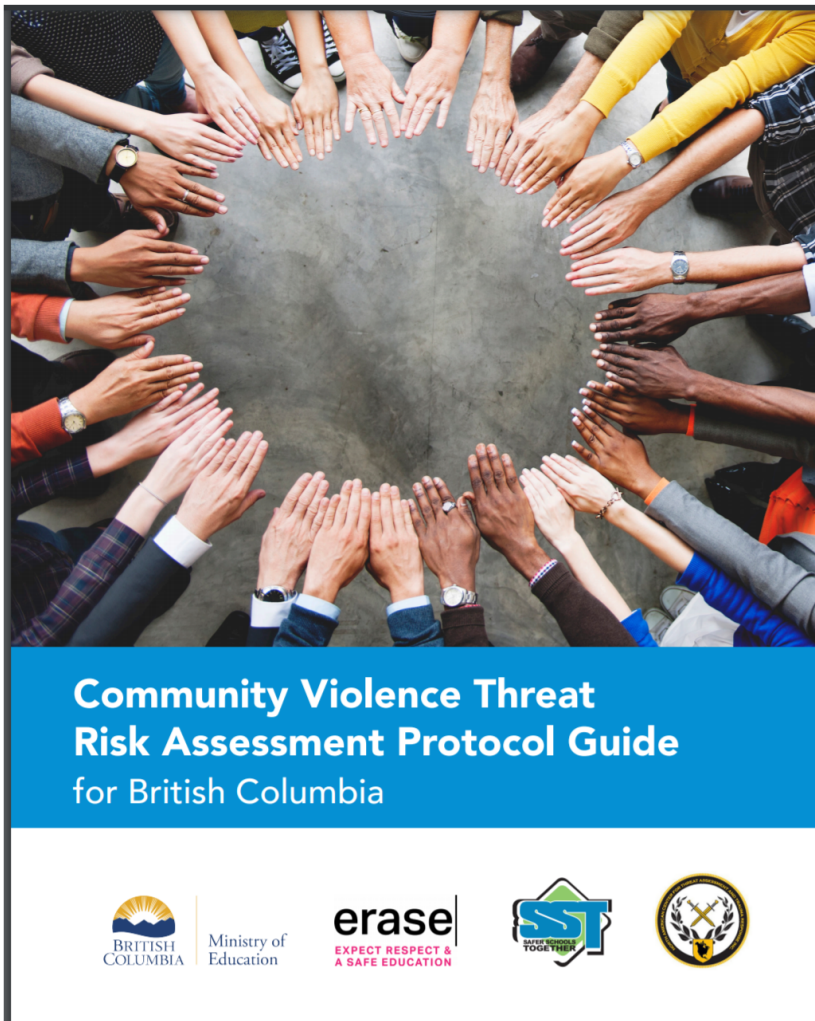
- Parents of student offender(s) - in every instance
- Parents of student victim(s) - in every instance
- Police and/or other agencies - as required by law
- All parents - when deemed to be important to reassure all members of the school community that school officials are aware of a serious situation or incident and are taking appropriate action to address it

Safe School Coordinators and ERASE Training (Nov. 2019)

- a. Safe school coordinators at a campus trained with up to the basic VTRA and basic DTA training updated every 3 years. If advanced VTRA training is taken, there is not a need to take the basic training again and advanced training may be updated every 3 years.
- b. Jenny Williams may be considered as the Association Safe School Coordinator.

Delta Christian School VTRA Protocol

In accordance with [Community Violence Threat Risk Assessment Protocol Guide for British Columbia](#)



Student Safety Communication Protocol

This protocol determines when the Ministry of Education should be contacted about safety incidents. When media is or likely be involved or there is a high-profile police investigation, the Ministry would like to be contacted by phone or email at the following contacts:

studentsafety@gov.bc.ca

Ph: 778-974-6388

As the Association Safe School Coordinator, Jenny is also available to help determine if this contact is needed and will liaise with the Ministry of Education if needed.