

Code of Conduct

At Grade Expectations, we are here to teach and motivate, and students are here to learn and achieve their academic and training goals in order to return to work.

All students, case managers, parents, teachers and staff have the right to be safe, and feel safe at our learning centres. With this right is the responsibility to be law abiding and to be accountable for actions that put at risk the safety of others or oneself.

All members of our learning centre community are to be treated with dignity and respect.

Members of our community are expected to use non-violent means to resolve conflict. Physically, verbally or emotionally aggressive behaviour is not a responsible way to interact with others and will not be tolerated within our Centres. Alcohol and illegal drugs are addictive and present a health hazard, and may not be used on our premises. Insults, disrespect, harassment and other hurtful acts disrupt learning and teaching in a learning centre community and are not acceptable. Any incidents of such behaviour will be immediately addressed through our warning procedure below.

Members of our community have a responsibility to maintain an environment where conflict, difference and everyday interactions are conducted in a manner characterized by respect and civility.

Our roles and responsibilities:

Centre Director

- Help students and staff work to their full potential;
- Demonstrate care and commitment to learning excellence and a safe teaching and learning environment;
- Holding everyone, under their authority, accountable for their behaviour and actions;
- Communicating regularly and meaningfully with all members of the learning centre community.

Teachers and Staff

- Help students work to their full potential;
- Communicate regularly with case managers or parents;
- Maintain consistent standards of behaviour for all students;
- Demonstrate respect for all students, case managers, parents and staff.

Students

- Come to school prepared, on time and ready to learn;
- Show respect for themselves, for others and those in authority;
- Follow the established rules and takes responsibility for his or her own action.

Standards of Behaviour

All students and staff must:

- Respect and comply with all applicable federal, provincial and municipal laws;
- Demonstrate honesty and integrity;
- Respect differences in people, their ideas and opinions;

- Treat one another with dignity and respect at all times, and particularly 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;
- Show proper care and regard for GELC property and the property of others;
- Take appropriate measures to help others;
- Respect the need of others to work in an environment of learning and teaching.

Safety

All students and staff must:

- Not be in possession of any weapon, nor use any object to threaten, intimidate or injure another person;
- Not be in possession of, or under the influence of, or provide others with, alcohol or illegal drugs;
- Not inflict, threaten to inflict or encourage others to inflict physical, mental, verbal or emotion harm on another person, including verbal or written direct threats, conditional threats or veiled threats;
- Not engage in harassment behaviour (including sexual, religious and racial) or coercive or fear-inducing behaviour or verbal abuse including swearing, insults or condescending language;
- Not cause deliberate and undue disruption within the classroom and/or centre;
- Resolve issues of conflict directly, or seek staff to assist in peaceful resolution;
- Seek staff assistance, if necessary, to resolve conflict peacefully.

Consequences

Step 1: Verbal Warning

There will be a verbal warning issued from the teacher or centre director to stop the inappropriate conduct.

Step 2: Written Warning

A written warning will be issued if the policies continue not to be adhered to after the initial verbal warning.

Step 3: Expulsion

If the policies continue to be ignored, expulsion will occur after the written warning.

Common sense will prevail in all circumstances. Our learning centres community will obey the spirit and letter of the law. A community member may be immediately suspended, expelled, disciplined or terminated for a serious offence.

I have received a copy of the above Code of Conduct.

Name: _____

Signature: _____