

**SSDEC** **POLICY JKA**  
**EDUCATION POLICIES MANUAL ZERO TOLERANCE—VIOLENCE/ABUSE**

The South Slave Divisional Education Council recognizes parents as the first educators of the students and the value of ongoing parent and community relations. Accordingly, parents and guests are welcomed and encouraged to visit schools and classrooms. The Council further recognizes that safe schools are essential for learning to take place and expects that adults will treat school personnel, students and others with respect and courtesy, and will conduct themselves in a manner that models and promotes safety and security for all.

The Council considers acts such as defamation, intimidation, threats, verbal aggression such as name-calling, sexual or racial abuse/harassment, and physical aggression or assault—whether behind someone’s back, through social media, or face-to-face—to be forms of violence and therefore will not tolerate any such inappropriate act within the jurisdiction of the SSDEC and its schools. The purpose of this policy is to promote the prevention of violence and to clarify procedures for how incidents of this nature should be addressed.

**REGULATIONS**

The principal, designate and all school personnel are responsible for the enforcement of this policy. The following procedures must be adhered to by all visitors to the schools, school grounds, regional facilities, and transportation systems, and to any school or board function including but not limited to meetings, sports events, performances and dances:

1. All visitors to a South Slave school are to first report to the main office to make administration aware of their presence, the reason for their presence, and obtain approval to remain in the school. Visitors may be requested to provide appropriate identification to validate their presence in the school (e.g. social workers, community service workers, etc.)
2. Persons who intimidate, threaten, verbally or physically abuse, harass or assault any personnel, student or visitor to any SSDEC facility will be dealt with as follows:
  - a. The abuser(s) will be asked to stop the particular behaviour(s) immediately;
  - b. Even if the abuse should cease, if the situation warrants, the staff member may ask the offender to leave the building or grounds and told not to return;
  - c. If the abuse is of a serious nature, does not cease, and/or the offender who has been asked to stop or leave fails to comply, the authorities will be summoned and violators can be prosecuted under the Criminal Code of Canada.
3. All such incidents will be recorded, dated, signed and filed appropriately with the school principal and the SSDEC superintendent.
4. If the offender does not stop, or leaves but returns on that day or subsequently, the dates, times and details should be documented and a witness obtained. The authorities should be notified immediately as the continuation or return is an offence.

5. Signs containing the following statement will be displayed prominently in all SSDEC facilities:

*ZERO TOLERANCE POLICY*

*The South Slave Divisional Education Council (SSDEC) and the \_\_\_\_\_ District Education Authority (DEA) are committed to ensuring that the school environment is safe for all. Disrespectful or aggressive behaviours of any kind, from whatever source, are not acceptable and will not be tolerated.*

*Any persons verbally, sexually, or physically intimidating, harassing, abusing or threatening the safety and wellness of other persons on school property, during attendance at school events, or in other ways, may be requested to stop or to leave. If the abuse is of a repeated or serious nature, and/or the offender who has been asked to stop or leave fails to comply, the authorities will be summoned and the individual may be subject to prosecution under the Criminal Code of Canada.*

*All persons are required to adhere to this policy and all employees are responsible for the enforcement of this policy.*

References: *Canadian Charter of Rights and Freedoms*  
*Criminal Code of Canada*  
*GNWT Human Rights Code*  
*Education Act, Section 46*  
*Education Act Bill 12: An Amendment to the Education Act re “bullying”*  
*GNWT/ECE Territorial Safe Schools Plan (inc. Territorial Code of Conduct)*  
*GNWT Harassment Free and Respectful Workplace Policy (2011)*  
*A Guide to Applying the Harassment Free and Respectful Workplace Policy*  
*(GNWT 2011)*

Date: October 2004  
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