

## **BACKGROUND**

Colegio Rex Canadian School is committed to providing welcoming, caring, respectful, and safe learning environments that respect diversity, foster a sense of belonging, and promote student and staff wellbeing. Colegio Rex is committed to preventing, eliminating, or, if that is not reasonably practicable, controlling the hazards of harassment and workplace violence.

Each student and staff member has the right to learn and work in an inclusive environment free from bullying, discrimination, harassment, and violence where equality of opportunity, dignity, and respect are promoted. As such, Colegio Rex is committed to providing a safe learning and work environment and will not tolerate acts of harassment or violence against staff or students.

## **DEFINITIONS**

### ***Welcoming, Caring, Respectful, and Safe Learning Environment***

A welcoming, caring, respectful, and safe learning environment is one where students and staff are protected from bullying, discrimination, harassment, and violence within school facilities, on school grounds, on school buses, and during school-sponsored/authorized co/extra-curricular activities.

This applies whether or not the behavior occurs within the school building, during the school day, or by electronic means.

All those involved with the Colegio Rex staff (employees, volunteers, and contractors), students, parents, and visitors must share in the responsibility for eliminating bullying, discrimination, harassment, and violence. Colegio Rex prohibits bullying, harassment, discriminatory, and violent behaviors and expects allegations of such behaviors to be reported and investigated in a timely and respectful manner.

### ***Harassment***

Harassment means any single incident or repeated incidents of objectionable or unwelcome conduct, comment, bullying, or action by a person that the person knows or ought reasonably to know will or would cause offense or humiliation to a worker, or adversely affect the worker's health and safety.

### ***Bullying***

Bullying is defined as "repeated and hostile or demeaning behavior by an individual in the school community where the behavior is intended to cause harm, fear or distress to one or more other individuals in the school community, including psychological.

Bullying can take different forms including but not restricted to:

- Physical (pushing, hitting, etc.);
- Verbal (name-calling, threats, etc.);
- Social (exclusion, rumors, etc.);
- Cyber (using digital technology to harass, demean, or threaten);
- Discrimination (Negative differential treatment of a person or group).

### ***Personal Harassment***

Disrespectful behavior that is unwelcomed and demeans or embarrasses a person.

### ***Sexual Harassment***

Offensive or humiliating behavior that is related to a person's sex, gender, or sexual orientation, as well as behavior of a sexual nature that creates an intimidating, hostile, or "poisoned" work/learning environment or that could reasonably be thought to put sexual conditions on a person's educational advancement, job or employment opportunities.

### ***Violence***

Violence means the threatened, attempted, or actual conduct of a person that causes or is likely to cause physical or psychological injury or harm and includes sexual or domestic violence. Violent behavior can include physical attack or aggression, threatening behavior, and verbal or written threats. Sexual violence as a workplace hazard refers to any sexual act, attempt to obtain a sexual act, or other act directed against a worker's sexuality using coercion, by any person regardless of their relationship to the victim, in a workplace or work-related setting.

Domestic violence is a pattern of behavior used by one person to gain power and control over another with whom a person has or has had a personal relationship. Domestic violence becomes a workplace hazard and is no longer limited to a personal issue when it occurs or spills over into the workplace.

### **REGULATIONS**

1. Colegio Rex expects that all employees, students, parents, volunteers, visitors, and contractors shall show responsibility, understanding, sensitivity, and concern for the well-being of others and actively participate in maintaining a welcoming, caring, respectful, and safe learning environment.
2. This policy covers inappropriate behavior directed toward others in the school, whether or not it occurs within the school building, during the school day, or by electronic means.
3. Colegio Rex expects that all staff and students will adhere to the Colegio Rex Canadian School Policy which ensures a welcoming, caring, respectful, and safe learning environment for all students and staff.
4. Colegio Rex prohibits bullying, harassment, discriminatory, and violent behaviors.

- a) Colegio Rex expects students to adhere to Student Expectations and Discipline and the school's code of conduct as is indicated in the Colegio Rex parent Handbook.
5. The Board encourages reporting of all incidents of bullying, discrimination, harassment, or violence regardless of the identity of the respondent or offender. Reports should be made promptly to a trusted adult, the Head of School, the Principal(s), and the individual's teacher.
- a) Staff shall report any incidents of bullying, discrimination, harassment, or violence to the school Principal(s) who shall inform the Head of School.
6. Colegio Rex expects all reported incidents of bullying, harassment, discrimination, or violence to be investigated in a timely and respectful manner.
7. Individuals engaging in bullying, discriminating, harassing, and/or violent behavior and those willingly making false claims regarding such behavior may be subject to appropriate disciplinary action up to and including expulsion, termination, and/or criminal prosecution.
8. The Head of School or Principal may contact the police who may lay a charge when conduct is considered a criminal offense.