

**Adopted:** DRAFT

**Revised:**

**Review Date:**

## Objectives

The *Education Act* requires the HDSB Board of Trustees to maintain policies that promote student achievement and well-being, promote a positive school climate, ensure the delivery of effective and appropriate education programs to students, and encourage students to achieve their educational goals.

The Board of Trustees recognizes that it must comply with this statutory mandate in a manner that reflects the primacy of the Human Rights Code, which provides that every person has the right to equal treatment with respect to the provision of educational services, without discrimination on a ground protected under the Code. Every person also has the right to equal treatment with respect to employment, and the right to be free from harassment in the workplace, without discrimination on Code protected grounds.

The purpose of this Policy is to consolidate and affirm existing expectations regarding staff professionalism, including dress and decorum, at board and school settings and at school-based activities, focusing on the importance of demonstrating, through personal presentation, respect for public education and each student's right to learn in a safe, inclusive and accepting environment.

## Guiding Principles

The Supreme Court of Canada has stated that teachers occupy a unique position of trust, confidence and responsibility in society, and exert considerable influence over their students as a result of their positions. The Court has recognized that the conduct of a teacher bears directly upon the community's perception of the ability of a teacher to fulfil a position of trust and influence, and upon the community's confidence in the public school system as a whole.

The Ontario College of Teachers "Standards of Practice for the Teaching Profession" provides that members of the teaching profession "treat students equitably and with respect, and are sensitive to factors that influence individual learning."

O. Reg. 437/97 made under the *Ontario College of Teachers Act* 1996 defines teacher “professional misconduct” as including “an act or omission that, having regard to all the circumstances, would reasonably be regarded by members as disgraceful, dishonourable or unprofessional” or “conduct unbecoming a member.”

The HDSB Code of Conduct states that it is the responsibility of staff to provide students with a “safe, caring, equitable and inclusive learning environment free from distractions” and to “teach and model positive behaviour and good citizenship.”

The HDSB “Respectful Workplace Free of Discrimination and Harassment”

Administrative Procedure states that all employees are expected to be a positive role Model.

### **Legal References**

Human Rights Code RSO 1990 c H.19, s. 2(1), 5(1) and 5(2)

*Education Act* RSO 1990 c E.2, s.169.1(1), 264(1)

*Ontario College of Teachers Act*, 1996 SO 1996, c 12

O.Reg. 437/97 “Professional Misconduct”

Supreme Court of Canada: *Ross v. New Brunswick School District No. 15*, [1996] 1 S.C.R. 825, at para 43

### **Ontario College of Teachers References**

Standards of Practice for the Teaching Profession

### **Board References**

HDSB Code of Conduct

“Respectful Workplace Free of Discrimination and Harassment” Administrative Procedure