

Code of Conduct

Introduction

STREAM Education training centre is a place that promotes responsibility, respect, civility and academic excellence in a safe learning and teaching environment. All students, parents, teachers and staff have the right to be safe, and feel safe, in the training centre. With this right comes the responsibility to be law abiding citizens and to be accountable for actions that put at risk the safety of others or oneself. This Code of Conduct sets clear standards of behaviour. It specifies the mandatory consequences for student actions that do not comply with these standards.

This standards of behaviour apply not only to students, but also to all individuals involved in education at the training center – parents or guardians, volunteers, teachers and other staff members – whether they are on training centre property, on buses (if provided by training centre) or at training centre authorized events or activities.

Guiding Principles

- All participants involved with the training centre – students, parents or guardians, volunteers, teachers and other staff members – are included in this Code of Conduct whether they are on training centre property, on buses (if provided by training centre) or at training centre authorized events or activities.
- All members of the training centre are to be treated with respect and dignity, especially persons in positions of authority.
- Responsible citizenship involves appropriate participation in the civic life of the training centre. Active and engaged citizens are aware of their rights, but more importantly, they accept responsibility for protecting their rights and the rights of others.
- Members of the training centre are expected to use non-violent means to resolve conflict. Physically aggressive behaviour is not a responsible way to interact with others.
- The possession, use or threatened use of any object to injure another person endangers the safety of oneself and others.
- Alcohol and illegal drugs are addictive and present a health hazard. Training centre will work cooperatively with police, drug and alcohol agencies to promote prevention strategies and, where necessary, respond to training centre members who are in possession of, or under the influence of, alcohol or illegal drugs.
- Insults, disrespect, and other hurtful acts disrupt learning and teaching in a training centre. Members of the training centre have a responsibility to maintain an environment where conflict and difference can be addressed in a manner characterized by respect and civility.

Roles and Responsibilities

STREAM Education provides direction to their training centres that ensure opportunity, excellence and accountability in the education system. STREAM Education:

- develop policies that set out how their training centres will implement and enforce this Code of Conduct and all other rules that they develop as related to the standards for respect, civility, responsible citizenship and physical safety;
- seek input from managements at training centers and review these policies regularly with students, staff, parents or guardians and volunteers;
- establish a process that clearly communicates this Code of Conduct to all parents, students and staff in a manner that ensures their commitment and support;
- ensure an effective intervention strategy and response to all infractions related to the standards for respect, civility, responsible citizenship and physical safety;
- provide opportunities for all staff to acquire the knowledge, skills and attitudes necessary to develop and maintain academic excellence and safe learning and teaching environments.

Training Centre Managers, under the direction of STREAM Education, take a leadership role in the daily operation of a training centre. They provide this leadership by:

- demonstrating care and commitment to academic 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 their training centre.

Teachers and training centre staff, under the leadership of their training centre managers, maintain order in the training centre and are expected to hold everyone to the highest standard of respectful and responsible behaviour. As role models, staff uphold these high standards when they:

- help students work to their full potential and develop their self-worth;
- communicate regularly and meaningfully with parents;
- maintain consistent standards of behaviour for all students;
- demonstrate respect for all students, staff and parents;
- prepare students for the full responsibilities of citizenship.

Students are to be treated with respect and dignity. In return, they must demonstrate respect for themselves, for others and for the responsibilities of citizenship through acceptable behaviour. Respect and responsibility are demonstrated when a student:

- comes to class prepared, on time and ready to learn;
- shows respect for themselves, for others and for those in authority;
- refrains from bringing anything to class that may compromise the safety of others;
- follows the established rules and takes responsibility for his or her own action.

Parents play an important role in the education of their children and have a responsibility to support the efforts of the training centre staff in maintaining a safe and respectful learning environment for all students. Parents fulfill this responsibility when they:

- show an active interest in their child's work and progress;
- communicate regularly with other members of the training centre;
- help their child be neat, appropriately dressed and prepared to attend class at training centre;
- ensure that their child attends classes regularly and on time;
- promptly report to the training centre their child's absence or late arrival;
- become familiar with the Code of Conduct and training centre rules;
- encourage and assist their child in following the rules of behaviour;
- assist training centre staff in dealing with disciplinary issues.

Police and training centre members are essential partners in making our training centres and surroundings safer. Training centre members need to support and respect the rules of their local training centres. Police investigate incidents in accordance with their protocol developed in the community where training centres are located.

Standards of Behaviour, Respect, civility and responsible citizenship

All training centres members 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 especially when there is disagreement;
- respect and treat others fairly, regardless of their 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 training centre property and the property of others;
- take appropriate measures to help those in need;
- respect persons who are in a position of authority;
- respect the need of others to work in an environment of learning and teaching.

Physical safety

Weapons

All training centre members must:

- not be in possession of any weapon, including but not limited to firearms;
- not use any object to threaten or intimidate another person;
- not cause injury to any person with an object.

Alcohol and Drugs

All training centre members must:

- not be in possession of, or under the influence of, or provide others with, alcohol or illegal drugs.

Physical Aggression

All training centre members must:

- not inflict or encourage others to inflict bodily harm on another person;
- seek staff assistance, if necessary, to resolve conflict peacefully.

Mandatory Consequences

Police will be involved, as indicated by the police / training centre protocol, and the student will be immediately suspended and proceed to an expulsion hearing for the following:

- possession of a weapon, including, but not limited to firearms;
- trafficking in drugs or weapons;
- robbery;
- use of a weapon to cause bodily harm, or to threaten serious harm;
- physical assault causing bodily harm requiring professional medical treatment;
- sexual assault;
- providing alcohol to minors.

Immediate Suspension will be the minimum penalty faced by a student for:

- uttering a threat to inflict serious bodily harm;
- possession of illegal drugs;
- acts of vandalism causing extensive damage to training centre property or property located on training centre premises.

In these instances, police will be involved, as required, and conditions to return to training centre will be specified in accordance with STREAM Education policies.

A student will be immediately suspended for:

- swearing at a teacher, or other person in authority;
- being in possession of alcohol;
- being under the influence of alcohol.

Please note that the mandatory consequences with respect to suspensions and expulsions have not yet been proclaimed into force.