

(1) **Purpose**

The safety, rights, and well-being of students is of paramount importance in River East Transcona School Division. Supportive relationships must be nurtured, while balancing and respecting appropriate boundaries. The division is committed to ensuring the safety and protection of all students.

The intent of this code of conduct is to guide development of healthy relationships by identifying and defining appropriate behaviour and boundaries in an educational context.

(2) **Employees/volunteers/contractors of River East Transcona School Division must:**

- (a) adhere to divisional policy and procedures when interacting with students, maintaining confidentiality at all times.
- (b) treat students with dignity and respect.
- (c) consider the outcome of any behaviour, as well as a student's reaction to any activities, conversations, or interactions, to avoid embarrassing, shaming, or humiliating the student.
- (d) complete all training as directed by the division.
- (e) maintain appropriate boundaries with students.
- (f) ensure their behaviour is appropriate and would not raise concerns in the mind of a reasonable observer or family/community member. In this regard, doors should be left open and unlocked, and windows or blinds left open wherever possible when meeting with students in classrooms and/or office.
- (g) ensure their behaviour could not reasonably be regarded as posing a risk to the personal integrity or security of a student or contribute to a student's discomfort.
- (h) communicate with students using only divisionally approved communication platforms.
- (i) treat all allegations of abuse or misconduct seriously. It is everyone's duty to report allegations or suspicions.

- (j) follow established procedures when reporting allegations of abuse or misconduct.

(3) Misconduct refers to inappropriate behaviour and includes but is not limited to the following. Employees/volunteers/contractors must not:

- (a) engage in any activity that puts a student in physical or psychological jeopardy.
- (b) place a student in danger from anyone, either within or outside of the division.
- (c) engage in any sort of physical contact with a student that may make the student, or a reasonable observer, feel uncomfortable, or that may be seen by a reasonable observer to be violating sensible boundaries. This includes touching a student in a manner that is not in response to meeting a student's needs, or touching a student in any way that could be considered sexual in nature.
- (d) enter into a romantic relationship with a student or former student (in circumstances where the relationship with the former student was established while they were a current student), regardless of whether or not the student is 18 or older.
- (e) communicate with a student within or outside of work in a manner that may make the student/parent or legal guardian uncomfortable or may be seen by a reasonable observer to be violating sensible boundaries. This communication includes but is not limited to:
 - (i) writing personal letters or text messages to a student.
 - (ii) making personal phone calls to a student.
 - (iii) having personal internet communications with a student (e.g., email, instant messaging, chatting, or social networking).

- (iv) sending personalized gifts to a student. It is appropriate behaviour to give a contextually appropriate thank you card, birthday card, seasonal card, or other nominal gift to the student, where such a gesture would be considered reasonable under the circumstances, provided that all gestures taken together are not excessive in number and that such exchanges are carried out within a work context, and with the full knowledge and consent of the principal or designate.
- (f) spend time with a student outside of designated work times or activities, except where such an activity results from a parent request and has been disclosed to the principal or designate or is an approved school event.
- (g) transport a single student in a vehicle. There should be two or more students/adults in a vehicle when transporting students.
- (h) favour a student or offer any student “special” treatment that falls outside of the division mandate, or that is not tied to a student’s formalized education plan, or that may place a student at risk.
- (i) make any sort of remark, comment, or joke to/regarding a student that is in any way suggestive, explicit, sexual, or demeaning.
- (j) show a student sexually explicit or sexist material, signs, cartoons, calendars, literature, or photographs, or display such material in plain view.
- (k) violate appropriate social-emotional boundaries to win favour with a student (e.g., making comments about sexual attractiveness).
- (l) take pictures of a student except when specifically requested to do so by the school or division as part of school/division work.
- (m) upload or copy any pictures of a student to the internet or to a personal storage device, unless authorized.
- (n) conduct their own investigation into allegations or suspicions of potentially illegal or inappropriate behaviour. It is their duty to report the matter to a child welfare agency or their superior, not to investigate.



**JLEB-R1
CODE OF CONDUCT FOR
CHILD PROTECTION**

Failure to abide by the Code of Conduct for Child Protection will result in an investigation and disciplinary action, if needed. Appropriate consequences/disciplinary actions will be determined by school division administration and will be based upon the severity and frequency of the incident(s).

Effective Date: April 16, 2024
Amended Date:
Board Motion(s): 100/24
Legal/Cross Reference:

Review Date: