

CODE OF CONDUCT



KAMLOOPS
CHRISTIAN SCHOOL

PROCESS

Annual review of our Code of Conduct occurs with students, parents, and staff to encourage the promotion of the expectations in the Code of Conduct

All community members (high school students, parents, and staff) must sign that they have read and understand the Code of Conduct on an annual basis

Conduct is consistently monitored to ensure codes reflect the current and emerging situations that contribute to school safety.



STATEMENT OF PURPOSE

Our school promotes an overall safe, respectful, and accepting environment for all people in our KCS community, prohibiting discrimination in publications, accommodations, services and facilities in the school environment, adhering to the BC Human Rights Code. To that end, KCS's Code of Conduct will set out the rules and guidelines that everyone in the school community is expected to follow to ensure an environment of respect, safety and fairness. This Code of Conduct works as a framework to help KCS to be free from:

- Bullying, cyber bullying, harassment and marginalization
- Threat and intimidation
- Violence in any form
- Verbal, physical or sexual abuse
- Discrimination in any form

KCS will not tolerate the presence of:

- Theft and vandalism
- Intoxicating substances
- Weapons and explosives
- Intruders or trespassers

This Code of Conduct was developed in accordance to District and Ministry of Education policy, references the Safe, Caring and Orderly Schools: A Guide (PDF), and adheres to our KCSA Mission statement (Christ-centered, Bible-based education that nurtures academic potential, moral character, a Christian worldview, and a commitment to serving God and others) as well as our KCS Statement of Faith. Our COC will be available to the public, to parents, staff, and students of KCS, and will be reviewed annually by a cross-section of staff, parents, and students.

Our Code of Conduct helps to guide KCS towards achieving the goals described above in our Mission Statement. Our Code of Conduct applies to all members of our school community in all environments associated with school functions including online and electronic media.

BEHAVIOURAL EXPECTATIONS

R.E.A.C.H.

(**R**espect **E**ach other, **A**uthority, and **C**Hrist)

Respect Each Other means that KCS will be a safe, respected, and accepted environment for all people in our KCS Community, loving our neighbours as ourselves (*Luke 10:27*) and being devoted to one another in brotherly love, giving preference to one another in honour (*Romans 12:10*)

Respect Authority means that we will obey those whom God has placed in authority and conduct themselves as responsible citizens who contribute to the welfare of the greater community. (*Romans 13:1-7*).

Respect Christ means that we will “honor Christ the Lord as holy, always being prepared to make a defense to anyone who asks you for a reason for the hope that is in you; yet do it with gentleness and respect” (*1 Peter 3:15*).



REACH GUIDELINES AND ACCEPTABLE BEHAVIOURS

Students shall:

- Honour God and His Word
- Cooperate fully with all educational authorities and those authorized to provide educational programs and other services at KCS
- Demonstrate self discipline and responsibility
- Engage in learning to the best of their ability
- Attend school consistently and on time
- Conduct themselves in a polite, respectful and cooperative manner
- Express themselves with acceptable language
- Respect the thoughts, feelings, and differences of other students
- Respect school property and the belongings of others
- Demonstrate healthy lifestyle choices
- Resolve conflict honestly and show grace towards others
- Encourage others to follow the code of conduct
- Comply with the school's dress code

Parents/Guardians shall:

- treat all staff with dignity and respect
- assist their children in establishing positive attitudes towards achievement as well as respect for peers, school personnel and property
- inform the school of issues or areas of behavioural concern in a timely manner
- seek to solve problems in a manner respectful of all involved
- attend parent/teacher conferences, school meetings and events
- maintain open communication with staff by addressing concerns through the proper lines of communication
- discuss the school's Code of Conduct and school policies with their children and model support for it
- follow guidelines listed in the appropriate Student/Parent Handbook

Staff shall:

- Fulfill contractual duties
- create a positive Christ-centered learning environment where all students are accepted and encouraged to develop self-esteem, respect, and their God-given gifts
- encourage the involvement of parents/guardians in educational decisions that involve their children
- operate on the premise that school, church and home work together for the benefit of all students
- treat parents, students and fellow staff members with dignity and respect at all times, helping to create an environment of openness and positive school culture
- provide a positive Christian role model for students
- provide an environment that promotes self-esteem and self-discipline
- Follow guidelines listed in Policy 2.6.1 (Code of Conduct—Staff)



BREAKING REACH (BREACH) —UNACCEPTABLE BEHAVIOURS

Unacceptable behaviours constitute a BREACH.
The following list show examples of a BREACH. (*This is not an all-inclusive list*).

Students

- Bullying and aggressive behaviour in all forms
- Cheating (*Proverbs 12:22*)
- Stealing (*Ephesians 4:28*)
- Swearing (*Ephesians 4:29, 5:4*)
- Vandalism (*Matthew 7:12*)
- Disrespect for adults

Parent(s)/Guardian

- Harassment / threats in all forms (physical, verbal, etc.)
- Physical or verbal aggression
- Slander or gossip (both online and in person)
- Actively working detrimentally against KCS and its mission

Staff

- Harassment
- Dishonesty
- Incompetent or in neglect of his/her duties
- Engaged in any conduct detrimental to the business of KCS
- Convicted of a criminal offence relating to employment or to children in the school

STUDENT EXPECTATIONS AND CONSEQUENCES

As students mature and move through successive grades, expectations of students' behaviour will also increase. Therefore, the table below is to be used as a guideline to be interpreted based on each individual situation and child's developmental stage. To clarify, then, KCS will interpret the table below based on:

- *increasing expectations for students' personal responsibility and self-discipline*
- *increasing consequences for inappropriate conduct/ unacceptable behaviour*

Though, as mentioned above, each individual BREACH will be dealt with on its own merit, and special considerations may apply if a student is unable to comply with the expectations due to having a disability of an intellectual, physical, sensory, emotional or behavioural nature, repetitive forms of unacceptable behaviour will result in stricter consequences. The severity and frequency of unacceptable conduct as well as the age and maturity of students will be considered in determining appropriate disciplinary action. This guiding principle is mirrored in both our Discipline policy (Policy 3.4) and our Unethical Academic policy (Policy 3.13).

- *As general guidelines, the school administrators will ensure that:*
- *responses to unacceptable conduct are consistent and fair*
- *disciplinary action, wherever possible, is preventative and restorative, rather than punitive*
- *students, as often as possible, will be encouraged to participate in the development of meaningful consequences for violations of the established code of conduct*

IF THERE IS A BREACH OF THE CODE OF CONDUCT:

The following chart shows who is responsible for responding to a BREACH and the outcome for each level of a breach of our Code of Conduct. The list of behaviours cited below are examples only and not an all-inclusive list. Outcomes are also to be seen as example

BREACH	EXAMPLES	INVOLVEMENT	OUTCOME
Student Level 1	<ul style="list-style-type: none"> • Lying • Cheating • Plagiarizing • Defiance • Unintentional Damage of other's Property • Profanity 	<ul style="list-style-type: none"> • 1st: student-teacher • Repetitive: VP (Administration) and offender parent involved 	<ul style="list-style-type: none"> • Restoration and restitution • Repeat offenses can mean suspension at the discretion of the Administration
Student Level 2	<ul style="list-style-type: none"> • Intentional Damage of other's property • Bullying (verbal) • Verbal Threat • Stealing 	<ul style="list-style-type: none"> • Administration • Parents (parents of both offender and victim if appropriate) 	<ul style="list-style-type: none"> • Immediate Suspension • Restitution Process to be established and followed before student is allowed back to school • Repeat offense can mean longer suspension or expulsion at the discretion of the Administration
Student Level 3	<ul style="list-style-type: none"> • Physical Harm • Sexual Harassment • Sexting 	<ul style="list-style-type: none"> • Administration • All parents • RCMP and/or Other Agencies (as required by law) 	<ul style="list-style-type: none"> • Suspension • If warranted, expulsion • Restorative Justice Program to be implemented and followed before re-acceptance
Parental Level 1 (Misconduct)	<ul style="list-style-type: none"> • Profanity • Yelling or demeaning speech • Slander (online or verbal) 	<ul style="list-style-type: none"> • Administration • Parties Involved 	<ul style="list-style-type: none"> • Meeting with Administration (documentation) • If issue continues, admin may issue a Letter of Exclusion or other appropriate form of action
Parental Level 2 (Harassment)	<ul style="list-style-type: none"> • Physical Threat • Sexual Harassment • Aggressive Behaviour 	<ul style="list-style-type: none"> • Administration • RCMP 	<ul style="list-style-type: none"> • Letter of Exclusion (as per Section 177 of the School Act)
Child Abuse	<ul style="list-style-type: none"> • Reason to believe there is child abuse or that the child is in danger 	<ul style="list-style-type: none"> • Report to child welfare worker • If child is in immediate danger, report directly to Police 	<ul style="list-style-type: none"> • Determined by MCFS or Police
Staff	<ul style="list-style-type: none"> • Criminal Act • Dishonesty • Physical harm or abusive behaviour • Sexual Misconduct • Incompetency or neglect (or dereliction) of duties 	<ul style="list-style-type: none"> • Teacher • Administration • RCMP if appropriate 	

Suspension Regulations

1. Suspensions of over five (5) days require consultation with the Principal.
2. Suspension in excess of fifteen (15) school days requires review and approval of the KCS Board.
3. When a student under the age of sixteen (16) years of age is suspended the school will provide an educational program.
4. Parents and students should be made aware that discipline decisions made by the principal or vice-principal in this regard are subject to a grievance process as per Policy 5.2. School administration will ensure due process is followed and that discipline is appropriate to the violation.

