

AP 170 – VIOLENCE

Background

The Division strives to maintain an environment of mutual respect, Catholic Teachings and Gospel Beliefs. The Division expects immediate supervisors to act swiftly, appropriately and decisively when acts of violence, threats of acts of violence, intimidation or harassment within Division operated facilities, on Division property or while under the supervision of the school come to their knowledge. Perpetrators will be subject to suitable forms of discipline.

Definition

Violence means the attempted, threatened or actual conduct of a person that causes or is likely to cause injury and includes any threatening statement or behavior that gives a person reasonable cause to believe that they are at risk of injury.

Procedures

The procedures outlined are intended to apply to both students and personnel in situations of violence.

1. Reports of violence should be made directly to one of the following:
 - 1.1 Principal and/or vice-principal;
 - 1.2 A senior administrator (appropriate division office administrator);
 - 1.3 Immediate supervisor.
2. The onus is on the victim, staff or student witness(es), or parent/guardian to report incidence of violence as soon as is reasonably possible.
3. Reported cases of threats or violence are investigated by the appropriate school-based or system administrator in keeping with the requirements of the Education Act. The investigation procedures include:
 - 3.1 Review of complaint, interview of complainant and if possible, interview of the alleged perpetrator or perpetrators, as well as any witnesses, and the determination of whether to proceed on a formal or informal basis.
 - 3.2 Video Security Surveillance – The Division has implemented video security surveillance for the protection of student and staff safety, and property as outlined in Administrative Procedure 181.
4. As part of the investigation:
 - 4.1 A request for statements will be made (victim, alleged perpetrator, and possibly witnesses).
 - 4.2 The victim and/or witnesses shall be encouraged and offered assistance in reporting to the RCMP.
 - 4.3 School principals shall consult with the Director or Deputy Directors before reporting incidents of a serious nature directly to the RCMP.

- 4.4 If the complaint is well-founded, it shall be dealt with in accordance with the Education Act, Board policy, and administrative procedures.
- 4.5 The parent/guardian of both the complainant and the perpetrator shall be advised of the reported incident.
5. Violation of this procedure may include verbal warning, a written reprimand, suspension, expulsion, or other form of discipline.
6. Written record of the incident shall be retained by the investigator as per SSBA Document Retention Schedule.
7. Counseling supports may be explored:
 - 7.1 Provided they qualify, victims and perpetrators shall be advised of counseling services available either through the division or employee programs.
 - 7.2 Repeat offenders may be required to obtain mandatory external counseling.

Reference: Sections 151, 152, 153, 154, 155, 175(I) Education Act
Occupational Health and Safety Act 2014
SSBA Document Retention Schedule 2012 v.2
Administrative Procedure 181