



## Expulsion of Pupils Policy Directive

(reference: PPM 144)

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Date Approved: 01/2009

Projected Review Date: 01/2012

### 1.0 Rationale:

On June 4, 2007, the Education Act (Progressive Discipline and School Safety) 2007, was passed, amending Part X111 of the Education Act dealing with behaviour, discipline, and safety. There were revisions in the legislation related to expulsions. The Hamilton-Wentworth District School Board policy needed revision to reflect the changes in the legislation.

The goal of this policy and policy directive is to support a safe learning and teaching environment in which every student can reach his or her full potential. Appropriate action must consistently be taken to address behaviours that are contrary to the Provincial and Board directives and policies. The Hamilton-Wentworth District School Board is committed to providing a safe and orderly working and learning environment for all.

### 2.0 Definition of Terms:

**School Expulsion:** A pupil is expelled from the school of the Hamilton-Wentworth District School Board that he or she was attending at the time of the incident. The pupil is not entitled to engage in any school related activities of that school during the expulsion.

**Board Expulsion:** A pupil is expelled from all schools of the Hamilton-Wentworth District School Board.

**Adult Pupil:** For the purpose of this policy, an “adult pupil” is a pupil who is 18 years of age or older or who is 16 or 17 and has withdrawn from parental control.

**Parent/ Guardian:** Where there is a reference to involving or informing a parent/guardian it means the custodial parent or guardian of a minor child who is under 18 years of age or is not 16 or 17 and removed from parental control.

**Bullying:** Bullying is typically a form of repeated, persistent, and aggressive behaviour directed at an individual or individuals that is intended to cause (or should be known to cause) fear and distress and/or harm to another person’s body, feelings, self-esteem, or reputation. Bullying occurs in a context where there is a real or perceived power imbalance.

#### **Committees:**

- (i) Expulsion Hearing Committee:** A committee of three or more members of the Hamilton-Wentworth District School Board, as designated by the Chairperson of the Board, established to hear a recommended expulsion of a pupil.
- (ii) Suspension Appeals Committee:** A committee of three or more members of the Hamilton-Wentworth District School Board, as designated by the Chairperson of the Board, established to hear an appeal of a principal's decision to suspend a pupil rather than recommend expulsion. (See section 2.4 on page 3)

**Child and Family Services Review Board (CFSR Board):** The Child and Family Services Review Board provides a mechanism under the Child and Family Services Act to hear an appeal of a school Board's decision to expel a pupil. The CFSR Board makes specific decisions on the residential placement of children; refusal of placement by private adoption licensees; rules on licenses for children's residences, adoption placement, day nurseries and private home day care; refusal to disclose adoption information; and applications for the release of children from emergency secure treatment facilities.

**School Superintendent/Superintendent:** School Superintendent/Superintendent is the Superintendent of the Hamilton-Wentworth District School Board responsible for the supervision of the school attended by the pupil who is subject to expulsion.

**Designated Superintendent:** The Designated Superintendent is the Superintendent of the Hamilton-Wentworth District School Board responsible for the Board's Safe Schools Portfolio.

### **Individual Education Plan (IEP)**

Please see Ministry of Education Resource Guide "Individual Education Plan" 2004 – page 6; also available on the Ministry of Education website or in schools.

## **3.0 Expulsion of Pupils:**

### **3.1 Activities Leading to Expulsion:**

A principal shall suspend a pupil if he or she has reasonable grounds to believe that the pupil has engaged in any of the following activities while at school, at a school-related activity or event, or in other circumstances where engaging in the activity will have an impact on the school climate:

- a) Possessing a weapon, including possessing a firearm.
- b) Using a weapon to cause or to threaten bodily harm to another person.
- c) Committing physical assault on another person that causes bodily harm requiring treatment by a medical practitioner.
- d) Committing sexual assault.
- e) Trafficking in weapons or in illegal drugs.
- f) Committing robbery.
- g) Giving alcohol to a minor.
- h) Engaging in any other activity for which a principal must suspend a pupil under a policy of the Board.
- i) Engaging in a pattern of behaviour of a nature that the pupil's continued presence in school is injurious to the effective learning and/or working environment of others in the school.
- j) Engaging in activities on or off of school property that are of a nature that cause the principal to consider the pupil's continuing presence in the school to constitute an unacceptable risk to the physical or mental well-being of other persons in the school or Board.
- k) Engaging in activities on or off of school property that have caused extensive damage to the property of the Board.
- l) Any act considered by the principal to be a serious violation of the Board or school Code of Conduct.

## **4.0 Procedures for Suspension Pending Possible Expulsion:**

**4.1** A Principal who believes a pupil may have committed an infraction for which the pupil must be expelled shall, in consultation with their School Superintendent, suspend the pupil for 20 school days.

**4.2** During an investigation to determine whether the pupil will be recommended for expulsion, the pupil shall be assigned to a program for long-term suspended pupils.

**4.3** When imposing a suspension pending possible expulsion:

- i. Within 24 hours of the decision to suspend pending possible expulsion, the principal must make all reasonable efforts to verbally notify the adult pupil or the parent/guardian of the suspension.
- ii. The principal must inform the pupil's teacher(s) of the suspension.
- iii. The principal must provide written notice of the suspension to the adult pupil or the parent/guardian and pupil, the Superintendent of Education, the Designated Superintendent, and Social Work Services within 48 hours.
- iv. The written notice of suspension pending possible expulsion must include the following:
  - a) The reason for the suspension;
  - b) The duration of the suspension;
  - c) Information about the program for suspended pupils to which the pupil is assigned;
  - d) Information about the investigation the principal will conduct to determine whether to recommend expulsion to the Appeals committee of the Board; and
  - e) A statement indicating that
    - i. there is no immediate right to appeal the suspension; and
    - ii. following the investigation, if the principal does not recommend an expulsion, and confirms the suspension, the suspension may be appealed to the Suspension Appeal Committee of the Board.

**4.4 Duration of Suspension:** A principal may suspend a pupil under this section for up to 20 school days pending recommendation for expulsion. A pupil who is suspended under this section is suspended from his or her own school and from engaging in all school related activities. A pupil may not be suspended more than once for the same occurrence.

**4.5** If the pupil is suspended for 20 school days pending possible expulsion, the principal must undertake an investigation to determine whether to recommend to the Expulsion Hearing Committee that the pupil be expelled.

## **5.0 Principal's Investigation:**

The principal's investigation shall begin promptly following the suspension and shall be conducted in accordance with the requirements under the Education Act and Regulations and as established by Board policy and, for the purpose of the investigation, the principal has the powers and duties set out in the policy.

- 5.1** In order to ensure that the decision in a potential expulsion is fair and that the Principal's or Board's impartiality is apparent, it is essential that staff keep the details of the subject matter confidential.
- 5.2** The inquiry should be completed within 5 school days, if possible, from the date of the commencement of the suspension and include consideration of mitigating circumstances and other factors as well as the criteria for recommending expulsion.
- 5.3** As part of the investigation, the principal shall:
  - a) complete the *Principal's Inquiry for Alleged Expulsion Infraction* ( Appendix A, page 15).
  - b) consult the Designated Superintendent regarding any issues of process and/or timing for conducting the investigation.
  - c) make all reasonable efforts to speak with the pupil and the parent/ guardian or the adult pupil.
  - d) include interviews with witnesses who the principal determines can contribute relevant information to the investigation as outlined in the *Principal's Inquiry for Alleged Expulsion Infraction* ( Appendix A, see page 15 ).

- e) complete and file a Violent Incident Form in the pupil's Ontario Student Record where the incident is a serious violent incident, such as with possession of weapons, physical assault causing serious bodily harm, sexual assault, robbery, extortion or hate motivated violence.
- f) demonstrate that the mitigating and other factors prescribed by Ministry Regulations and outlined in the *Principal's Tracking Sheet for Alleged Suspension* have been considered when determining whether to recommend to the Board that the pupil be expelled.

## **6.0 Factors Principals Must Consider:**

### **6.1 Mitigating Circumstances:**

In considering whether to recommend expulsion, the principal will make every effort to consult with the pupil, where appropriate, and the pupil's parent or guardian, if the pupil is not an adult pupil or has not withdrawn from parental control. The principal should take into account any of the following mitigating and other factors:

- a) Whether the pupil has the ability to control his or her behaviour;
- b) Whether the pupil has the ability to understand the foreseeable consequences of his or her behaviour; or
- c) Whether the pupil's continuing presence in the school does or does not create an unacceptable risk to self or any other individual in the school.

\*\*\* See Notes (page 10)

### **6.2 Additional Mitigating Factors to be considered:**

Where the pupil is able to control his or her behaviour and is able to understand the foreseeable consequences of his/her behaviour, the principal will consider whether the following factors mitigate the length of the suspension and whether further investigation should be undertaken to recommend that the pupil be expelled:

- a) the pupil's history;
- b) whether a progressive discipline approach has been used with the pupil;
- c) whether the activity for which the pupil may be suspended was related to any harassment of the pupil because of his or her race, ethnic origin, religion, disability, gender or sexual orientation or to any other harassment;
- d) how the suspension would affect the pupil's ongoing education;
- e) the pupil's age;
- f) where in the case of a pupil for whom an individual education plan has been developed,
  - I. whether the behaviour was a manifestation of a disability identified in the pupil's individual education plan,
  - II. whether appropriate individualized accommodation has been provided; and
  - III. whether a suspension is likely to result in an aggravation or worsening of the pupil's behaviour or conduct.

## **7.0 Decision Not to Recommend Expulsion:**

**7.1** If, on concluding the investigation, the principal decides not to recommend to the Board that the pupil be expelled, the principal shall:

- a) confirm the suspension and its duration; or
- b) confirm the suspension but shorten its duration, even if the suspension has already been served, and amend the record accordingly; or
- c) withdraw the suspension and expunge the record, even if the suspension has already been served
- d) consult with the School Superintendent to consider whether an alternative discipline or a placement in an alternative program is appropriate in the circumstances.

- 7.2 Written Notice:** If the principal does not recommend to the Board that the pupil be expelled, the principal will provide written notice to the adult pupil or the parent/guardian and pupil, the School Superintendent, the Designated Superintendent, and Social Work Services. The notice will include:
- a) A statement that the pupil will not be subject to an expulsion hearing for the activity that resulted in the suspension.
  - b) A statement indicating whether the principal has confirmed the suspension and its duration, confirmed the suspension but reduced its duration or withdrawn the suspension.
  - c) Unless the suspension was withdrawn, information about the right to appeal the suspension to the Appeals committee, including the following:
    - A copy of the Board policies and guidelines regarding suspension appeals
    - The name and contact information of the Superintendent of Safe Schools.
    - A statement that written notice of intention to appeal must be given within five (5) school days following receipt by the party of notice of the decision not to recommend expulsion
    - If the suspension has been shortened, notice that the appeal is of the shortened length of the suspension, not the original suspension.
- 7.3 Re-entry meeting:**
- a) The Principal shall inform the parent, guardian and/or adult pupil of the date, time location of the re-entry meeting so that the pupil may return to school at the end of the suspension.
  - b) The Principal may consult with the School Superintendent if an alternative program is being considered.

## **8.0 Decision to Recommend Expulsion to the Expulsion Hearing Committee of the Board:**

### **8.1 Referral by Principal:**

Where the Principal, in consultation with the Designated Superintendent, decides to refer a matter to the Expulsion Hearing Committee for an expulsion hearing, the Superintendent shall immediately notify the Expulsion Hearing Committee and shall provide him/her with a copy of the notice of referral provided to the adult pupil or the parent/guardian and pupil.

### **8.2 Timeline for Hearing:**

The Expulsion Hearing Committee must hear the recommendation for expulsion within twenty (20) school days from the date of suspension unless the parties to the expulsion hearing agree upon a later date.

### **8.3 Principal's Report and Written Notice:**

For the purposes of the expulsion hearing, the principal will:

- a) Prepare a report(s) to be provided within 24 hours of the decision to expel to:
  - the adult pupil and/or the parent/guardian and pupil
  - the School Superintendent
  - the Designated Superintendent

The report will include:

- a summary of the findings the principal made in the investigation;
  - the principal's recommendation as to whether the pupil should be expelled from his or her school only or from all schools of the Board, and
  - a recommendation regarding the type of school that might benefit the pupil if the pupil is subject to a school expulsion, or the type of program that might benefit the pupil if the pupil is subject to a Board expulsion
- b) Provide written notice of the expulsion hearing to the adult pupil or to the parent/guardian. The notice shall include:
    - A statement that the pupil is being referred to the Expulsion Hearing Committee to determine whether the pupil will be expelled for the activity that resulted in the suspension;

- A copy of the Board’s expulsion policy which includes guidelines for the expulsion hearing process,
- A copy of the parent brochure which includes, but is not limited to information explaining that:
  - If the Expulsion Hearing Committee does not expel the pupil, it will, with respect to the suspension imposed, confirm it and its duration, confirm and shorten its duration, or withdraw the suspension;
  - The parties have the right, during the expulsion hearing, to make submissions as to whether, if the pupil is not expelled, the suspension imposed should be confirmed, reduced or withdrawn;
  - Any decision of the Board made at the expulsion hearing with respect to suspension imposed is final and not subject to appeal;
  - If the Board expels the pupil from his or her school only, the Board will direct the Designated Superintendent to assign the pupil to another school;
  - If the Board expels the pupil from all schools of the Board, the Board will assign the pupil to a program for expelled pupils, and
  - If the pupil is expelled, there is a right of appeal to the Child and Family Services Review Board.
- A statement that the pupil and /or his or her parent/guardian has the right to respond in writing to the principal’s report
- The name and contact information of the Designated Superintendent whom the person may contact to discuss any matter respecting the expulsion hearing.

**8.4 School Superintendents’ Support:**

The School Superintendent for the school where the pupil is presently attending will advise the Designated Superintendent of the general details of the incident, including actions taken or pending.

The Designated Superintendent may arrange a meeting with the adult pupil or the parent/guardian and pupil and the principal, as appropriate. In this meeting, the Designated Superintendent will review the expulsion hearing process, as well as respond to any questions or concerns the pupil or parent/guardian may have regarding the process or incident. During the meeting, the Safe Schools Superintendent may assist to narrow the issues and identify agreed upon facts.

**9.0 Minutes Of Settlement:**

The principal shall offer the parent and student the opportunity to meet with the Superintendent of Safe Schools and the Principal to discuss the facts related to the expulsion recommendation.

The parent and student, where applicable, the Principal, and the Superintendent of Safe Schools may reach an agreed upon statement of facts and a recommendation from all parties for an expulsion. This agreement shall be documented as Minutes of Settlement, to be forwarded to the Expulsion Hearing Committee of the Board. The parent and student may attend the Expulsion Hearing to present the Minutes of Settlement, or choose to have the Minutes of Settlement presented to the Hearing Committee by the Superintendent of Safe schools.

The final decision regarding the recommendation for an expulsion rests solely with the Expulsion Hearing Committee of the Board. The decision will be sent in writing to the parent and student within 5 school days of the hearing.

**10.0 Expulsion Hearing:**

If the principal recommends to the Board that a pupil be expelled, the Expulsion Hearing Committee of the Board shall hold an expulsion hearing and, for that purpose, the Expulsion Hearing Committee has the powers and duties specified by Board policy.

The expulsion hearing shall be conducted in accordance with Board policy at a time specified by the Expulsion Hearing Committee. A recorder will take minutes of the Expulsion Hearing Committee meetings.

**10.1 Parties to the Expulsion Hearing are:**

- the principal; and
- the adult pupil or the parent/guardian of a pupil who is under 18 and has not withdrawn from parental control;
- the Designated Superintendent;
- if a pupil is not a party, he or she has the right to be present at the expulsion hearing and to make submissions on his or her own behalf;
- such other persons as may be specified by Board policy.

**10.2 Counsel/ Advocate:**

All parties may have a counsel/ advocate present at the hearing. Counsel/Advocate is not required.

**10.3 Hearing Held In-Camera:**

The hearing is held "in-camera" and is chaired by the Chair of the Expulsion Hearing Committee of the Board. All members of the Expulsion Hearing Committee must be present for the start time of the hearing and may not leave until the hearing is adjourned. A delayed start may occur if mutually agreed upon by all parties. The Board must have a qualified recorder. Breaks may be called at the discretion of the Chair.

**10.4 Meeting Process:**

The hearing will be conducted in accordance with the rules of the Expulsion Hearing Committee outlined in Board policy:

At the hearing, the Expulsion Hearing Committee shall:

- a) consider the submissions of each party in the form the party chooses to deliver his or her submissions, whether orally, and/or in writing, or through Minutes of Settlement;
- b) solicit and consider the views of all parties with respect to whether, if an expulsion is imposed, the expulsion should be a school expulsion or a Board expulsion;
- c) solicit and consider the views of all parties with respect to whether, if an expulsion is not imposed, the suspension should be confirmed, confirmed and shortened, or withdrawn; and
- d) such other matters as the Expulsion Hearing Committee considers appropriate.

**10.5 Mitigating Circumstances:**

In considering whether to recommend expulsion, the principal will make every effort to consult with the pupil, where appropriate, and the pupil's parent or guardian, if the pupil is not an adult pupil or has not withdrawn from parental control. The principal should take into account any of the following mitigating and other factors:

- whether the pupil has the ability to control his or her behaviour;
- whether the pupil has the ability to understand the foreseeable consequences of his or her behaviour; or
- whether the pupil's continuing presence in the school does or does not create an unacceptable risk to self or any other individual in the school.

\*\*\* See Notes (page 10)

**Additional Mitigating Factors to be considered:**

Where the pupil is able to control his or her behaviour and is able to understand the foreseeable consequences of his/her behaviour, the principal will consider whether the following factors mitigate

the length of the suspension and whether further investigation should be undertaken to recommend that the pupil be expelled:

- the pupil's history;
- whether a progressive discipline approach has been used with the pupil;
- whether the activity for which the pupil may be suspended was related to any harassment of the pupil because of his or her race, ethnic origin, religion, disability, gender or sexual orientation or to any other harassment;
- how the suspension would affect the pupil's ongoing education;
- the pupil's age;
- where in the case of a pupil for whom an individual education plan has been developed,
  - a) whether the behaviour was a manifestation of a disability identified in the pupil's individual education plan;
  - b) whether appropriate individualized accommodation has been provided; and
  - c) whether a suspension is likely to result in an aggravation or worsening of the pupil's behaviour or conduct.

#### **11.0 Decision of the Expulsion Hearing Committee:**

The Expulsion Hearing Committee shall decide:

- a) whether to expel the pupil;
- b) if the pupil is to be expelled, whether the pupil is expelled from his or her school or from all schools of the Board.

#### **12.0 Restriction on Expulsion:**

The Board shall not expel a pupil if more than 20 school days have expired since the pupil was suspended, unless the parties to the expulsion hearing agree on a later deadline.

#### **13.0 Failure of Party to Attend Hearing After Due Notice:**

Where a notice of a hearing has been given to a party to the hearing in accordance with this procedure, and that party fails to attend the hearing, the Appeals Committee may proceed in the absence of the party and the party is not entitled to any further notice of the proceeding.

#### **14.0 Conflict of Evidence:**

Where there is a conflict in the evidence presented by the parties on the issue of whether the pupil committed the infraction, the Expulsion Hearing Committee may request further evidence or the Committee may assess the evidence and determine whether, on balance of probabilities, it has been established that it is more probable than not that the pupil committed the infraction.

#### **15.0 Decision Not to Expel the Pupil:**

If the Expulsion Hearing Committee decides not to expel the Board shall take the submissions of the parties into account, including mitigating and other factors, in determining whether to:

1. confirm the suspension and its duration;
2. confirm the suspension but shorten its duration, even if the suspension has already been served, and amend the record accordingly; or
3. withdraw the suspension and expunge the record, even if the suspension has already been served.

##### **15.1 Written Notice of Decision Not to Expel:**

The Expulsion Hearing Committee shall give written notice to all parties of the decision not to impose an expulsion and the decision with respect to the suspension.

**The Expulsion Hearing Committee's decision with respect to the suspension is final.**

## **16.0 Decision to Expel the Pupil:**

If the Expulsion Hearing Committee decides to impose an expulsion on the pupil, it must decide whether to impose a Board Expulsion or a School Expulsion. In determining the type of expulsion, the committee shall consider the mitigating and other factors listed in section 6.0, all submissions and views of the parties, any written response to the principal's report provided before the completion of the hearing, and such other matters as the Expulsion Hearing Committee considers appropriate.

- a) If the Board expels the pupil from his or her school only, the Board will direct the Designated Superintendent to assign the pupil to another school.
- b) If the Board expels the pupil from all schools of the Board, the Board will assign the pupil to a program for expelled pupils.

### **16.1 Written Notice of Expulsion:**

A Board that expels a pupil shall ensure that written notice of the expulsion is given promptly (within 5 school days) to:

- all parties to the expulsion hearing;
- the pupil, if the pupil was not a party to the expulsion hearing.

The written notice shall include:

- a) the reason for the expulsion;
- b) a statement indicating whether the expulsion is a school expulsion or a Board expulsion;
- c) information about the school or program for expelled pupils to which the pupil has been assigned; and
- d) information about the right to appeal the expulsion, including the steps to be taken.

## **17.0 Appeal of a Board Decision to Expel a Pupil:**

The adult pupil or the parent/guardian may appeal a Board decision to expel a pupil to the Child and Family Services Review Board (CFSRB) in accordance with the procedures set out by the Ministry of Education. An appeal of the decision of the Board to expel a pupil does not stay the expulsion.

The adult pupil or the parent/guardian has 30 days from the date of the decision to request an appeal. The CFSRB also has the authority to extend this period where circumstances warrant.

The Child and Family Services Review Board has 30 days after receiving a written notice of appeal to convene a hearing. The Board is authorized to extend the period of time for convening a hearing at the request of any party to the appeal.

**The decision of the Child and Family Services Review Board on an appeal under this section is final.**

## **18.0 Status of an Expelled Pupil:**

An expelled pupil **continues to be a pupil** of the Board that expelled him or her if the pupil attends a program for expelled pupils,

- a) offered by that Board; or
- b) offered by another Board under the agreement between that Board and the Board that expelled the pupil.

An expelled pupil **ceases to be a pupil** of the Board that expelled him or her if,

- a) the pupil is assigned by that Board to a program for expelled pupils and does not attend the program; or
- b) the pupil registers as a pupil of another Board.

## **19.0 Ontario Student Record:**

- 19.1** Nothing in this policy prevents the use of a record in respect of a pupil by the principal of the school attended by the pupil or the Board that operates the school for the purposes of a disciplinary proceeding instituted by the principal in respect of conduct for which the pupil is responsible to the Principal.
- 19.2** The following information will be included in the Ontario Student Record:
- Violent Incident Reporting Form;
  - A copy of all letters and notices tendered under this policy.
- 19.3** The information relating to expulsion shall be removed five years after the date on which the pupil was expelled.

Where an expelled pupil has been re-admitted to school by a school Board, and is expelled again, the information relating to the expulsions shall be retained in the Ontario Student Record until five consecutive years has passed without any other expulsions.

If the pupil transfers to another school, the information in the Ontario Student Record relating to the incident that led to the expulsion, shall be in accordance with section 6 of the Ontario Student Record (OSR) Guideline, 2000, unless removed under the guidelines in the previous paragraph.

## **20.0 Powers of Other Board:**

If a pupil who has been expelled from one Board registers as a pupil of another Board, the other Board may assign the pupil to a program for expelled pupils, unless the pupil satisfies the requirements of completion of the program as determined by a person who provides a program.

## **21.0 Application For Re-Admission:**

A pupil who has been expelled from all schools of the Board may apply in writing to the Designated Superintendent to be readmitted to a school of the Board. Such pupil is entitled to be readmitted if the pupil has, since being expelled:

- a) successfully completed a program for expelled pupils; or
- b) satisfied the objectives required for the successful completion of a program for expelled pupils.

The determination as to whether the pupil has satisfied the requirements of (a) or (b) immediately above is made by the person who provides a program for expelled pupils.

Where these readmission requirements are satisfied, the Board shall readmit the pupil to a school of the Board and shall promptly inform the pupil in writing of such readmission.

## **22.0 Return to Original School after Expulsion:**

A pupil who has been expelled from one school of the Board but not from all schools of the Board may apply in writing to the Designated Superintendent to be re-assigned to the school from which he or she was expelled.

## **23.0 Performance Indicators : (This list may be subject to changes between now and the next review period)**

1. Reduction in number of expulsions
2. Increase in prevention and intervention strategies at the school level
3. Intervention strategies address needs identified through data
4. Safe Schools Survey data reflects improved learning and teaching environments

**24.0 Alignment to Other Board Policies and Provincial Legislation includes, but is not limited to:**

- Part XIII of the Education Act
- An Act to Amend the Education Act (Progressive Discipline and School Safety), 2007
- Ontario Regulation 472/07
- Access to School Premises – Ontario Regulation 474/00
- Progressive Discipline and Promoting Positive Student Behaviour Policy
- Code of Conduct Policy
- Bullying Prevention and Intervention Policy
- Personal Electronic Devices Policy
- Policy No.7.01 – Suspension of Pupils Policy
- Information Technology Policy
- Trespass Act
- OCT Standards of Teaching Practice
- Equity Policy
- Respectful Working and Learning Environments Policy
- Harassment Policy
- Progressive Discipline Procedures (employees)
- Collective Agreements for all employee groups
- Ontario Human Rights Code
- Ontario Criminal Code

***Notes – see 6.1 Mitigating Factors (page 4) and 10.5 (page 7)***

If a pupil does not have the ability to control his or her behaviour, does not understand foreseeable consequences of this behaviour, and if the pupil does not pose a risk to self and/or others, the principal shall consider alternative discipline and/or other interventions.

If the pupil has some ability to control his or her behaviour, and some ability to understand the foreseeable consequences of his or her behaviour, the principal may impose a suspension, but shall consider whether the length of the suspension should be mitigated taking into consideration the pupil's abilities, and the additional factors outlined below.

If the pupil does not have the ability to control his or her behaviour, and does not understand the foreseeable consequences of this behaviour, but poses an unacceptable risk to the safety of others in the school, the principal will consult with his/her superintendent regarding appropriate accommodations and/or strategies that might be instituted to ensure pupil and staff safety.