



## GAP GENERAL ADMINISTRATIVE PROCEDURE

SECTION:	6000:COMMUNITY
GAP NUMBER:	GAP6000
SUBJECT:	Catholic Code of ConductCommunity Members
REFERENCE:	<a href="#">P-0002</a> Catholic Code of Conduct <a href="#">P-6001</a> Advoc October 24, 2023
AMENDED DATE:	

“...and what does the Lord require of you  
but to do justice, and to love kindness, and to walk humbly with your God?”  
Micah 6:8

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### 2. BACKGROUND

- 2.1 The DPCDSB relies on parents/guardians, students, families, and staff as its partners working together to ensure that DPCDSB schools and offices are safe and healthy places to learn and work for
- 2.2 The DPCDSB has a legal obligation to ensure a safe learning and working environment for its students and staff. Policies and GAPs enacted by the Board of Trustees addressing inappropriate conduct by DPCDSB staff and students include the following:
- (a) Policy P-0002 Catholic Code of Conduct and GAP 2012 Catholic Code of Conduct
  - (b) P-6001 Advocacy: School Concerns Resolution Policy
  - (c) P-1009 Harassment and Discrimination and GAP 5013 Employee Workplace Conduct (Including Workplace Harassment)
  - (d) P-2013 Progressive Discipline and GAP 2014 Progressive Discipline
  - (e) P-8006 Access to DPCDSB Properties

2.3

Abusive or threatening emails or text/voicemail/phone messages or other written communication;

Electronically recording meetings or telephone calls with staff without the explicit prior consent of all involved;

Posting defamatory, offensive, or derogatory comments about the school, its staff, students, or any Community Member, on social platforms, or in or on any other forum;

Any aggressive behaviour (including verbally or in writing) towards anyone;

Disciplining another person's child;

Disregard for compliance with DPCDSB and school policies and procedures.

#### 4. ROLES AND RESPONSIBILITIES

##### 4.1 School Principal

4.1.1 The school Principal may initiate the following steps in addition to the rights and obligations of a Principal as set out in the

- 4.1.3 Where a Trespass Notice is issued against a Community Member, the Principal shall ensure that their local police division/detachment is provided with a copy of the Trespass Notice enforcement.
- 4.1.4 The Principal shall call police and/or engage private security through the DPCDSB Chief Security Officer as appropriate in the circumstances.
- 4.1.5 The Principal shall notify the Superintendent of Human Resources and Employee Relations, or their designate, in compliance with their procedures for reporting actual or perceived threats to the health and safety of staff.
- 4.1.6 The Principal and Family of Schools Superintendent shall support the Community Member, when possible and when it is safe to do so, by identifying steps that the Community Member ( s)6.5

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