



Mortlach School

*Mortlach School is located on Treaty 4 territory,
the original lands of the Cree, Ojibwe, Saulteaux, Dakota,
Nakota, Lakota and the homeland of the Metis Nation.*

Rayleen Eberl, Principal
306.630.8459 c
306.355.2332 w
Eberl.rayleen@prairiesouth.ca

*We cultivate a learning community that nurtures
belonging, mastery, independence, and generosity.*

The mandate of Mortlach School is to provide a space where all students feel safe to be themselves. In the event behaviours jeopardize that safety, this guideline will determine the process for those situations.

This document is to clarify what makes up in-school and out-of-school suspensions. Recurring transgressions that are adversarial, targeting individuals will result in an in-school suspension; length of time is to be determined by the school team. If behaviour persists after an in-school suspension, student will be given an out-of-school suspension.

Teachers will reach out to student's family when a boundary has been crossed or confrontational behavior happens. We ask students to communicate with the teacher when they do not feel safe. After 2-3 phone calls to parents, the next step will be in-school suspension.

** If a sub is in, there may be a delay or unawareness due to sub handling the situation and not reporting it. Parents, please reach out to child's teacher if this is the case.

POSSIBLE CONFRONTATIONAL BEHAVIOURS
➤ Unjustifiably keeping someone in a space they are trying to leave.
➤ Repeatedly targeting someone during a game
➤ Responding with aggression to a reasonable request
➤ Unjustifiably saying or doing something negative towards someone's friends
BOUNDARY HAS BEEN CROSSED
➤ Threatening anyone
➤ Sexual Harassment
➤ Personal Harassment

Harassment Based on Prohibited Grounds

- This includes any inappropriate conduct, comment, display, action or gesture by a person that:
 - 1.1.1
 - Is made based on race, creed, religion, colour, sex, sexual orientation, marital status, family status, disability, physical size or weight, age, nationality, ancestry or place of origin; and
 - 1.1.2 Constitutes a threat to the health or safety of the student.

Personal Harassment

- 1.3.1 This includes any inappropriate conduct, comment, social media posts, display, action or gesture by a person that:
 - 1.3.1.1 Adversely affects a student's psychological or physical wellbeing; and
 - 1.3.1.2 The perpetrator knows or ought to reasonably know would cause the student to be humiliated or intimidated.
- 1.3.2 Personal harassment must involve repeated conduct or a single, serious incident that causes a lasting harmful effect on the worker. All incidents of inappropriate conduct should be appropriately addressed to ensure that the school remains respectful and free of harassment.



Mortlach School

*Mortlach School is located on Treaty 4 territory,
the original lands of the Cree, Ojibwe, Saulteaux, Dakota,
Nakota, Lakota and the homeland of the Metis Nation.*

Rayleen Eberl, Principal
306.630.8459 c
306.355.2332 w
Eberl.rayleen@prairiesouth.ca

*We cultivate a learning community that nurtures
belonging, mastery, independence, and generosity.*

- 1.3.3 Personal harassment may include:
 - 1.3.3.1 Verbal or written abuse or threats
 - 1.3.3.2 Insulting, derogatory or degrading comments, jokes or gestures
 - 1.3.3.3 Posting demeaning or defamatory social media posts
 - 1.3.3.4 Personal ridicule or malicious gossip
 - 1.3.3.5 Unjustifiable interference with another's work or work sabotage
 - 1.3.3.6 Refusing to work or co-operate with others
 - 1.3.3.7 Interference with or vandalizing personal property

Sexual Harassment

- 1.2.1 Sexual harassment is conduct, comment, gesture or contact of a sexual nature that is offensive, unsolicited or unwelcome.
- 1.2.2 Sexual harassment may include:
 - 1.2.2.1 A direct or implied threat of reprisal for refusing to comply with a sexually orientated request
 - 1.2.2.2 Unwelcome remarks, jokes, innuendos, propositions or taunting about a person's body, attire, sex or sexual orientation
 - 1.2.2.3 Displaying pornographic or sexually explicit pictures or materials
 - 1.2.2.4 Unwelcome physical contact
 - 1.2.2.5 Unwelcome invitations or requests, direct or indirect, to engage in behavior of a sexual nature
 - 1.2.2.6 Refusing to work with or have contact with workers because of their sex, gender or sexual orientation

What is Not Harassment

- 1.4.1 This harassment procedure does not extend or apply to day-to-day learning or teacher decisions involving work assignments, learning assessment and evaluation, and disciplinary action. These actions are not harassment, even if they sometimes involve unpleasant consequences. Note that supervisor actions must be carried out in a manner that is reasonable and not abusive.
- 1.4.2 The procedure also does not extend to harassment that arises out of matters or circumstances unrelated to the student's school day. For example, harassment that occurs before or after school is not covered.
- 1.4.3 Other situations that do not constitute harassment include:
 - 1.4.3.1 Physical contact necessary for learning
 - 1.4.3.2 Conduct which all parties agree is inoffensive or welcome

1.4.3.3 Conflict or disagreements in the workplace, where the conflict or disagreement is not based on one of the prohibited grounds Harassment can exist even where there is no intention to harass or offend another. Every person must take care to ensure his or her conduct is not offensive to another.