



Purpose:

We at Ladysmith Secondary strive to develop a safe, caring, inclusive and welcoming environment that promotes the rights and responsibilities of all who learn and work together, including community members.

The “49er Way” is an integral part of our school life and is actively taught in classrooms and whole school gatherings. The “49er Way” values *kindness* and includes teaching around other behaviours such as hallway practices, community outings, classroom etiquette, etc.

Expected Behaviour:

- Contributing positively to the school community
- Solving problems in peaceful ways (no physical or verbal aggression)
- Valuing diversity (combat racism, support gender, equity and identity and cultural practices) and defending human rights (according to the BC Human Rights Code)
- Honour learning time as valuable (attend on time, provide a note or parent phone for absence, sign out at the office with parent permission)
- Maintain academic integrity by not submitting work that is not your own
- Respectful interactions with students, staff and community members
- Respect the law as it applies to yourself and others
- **Speaking up and reporting incidents that demean others or threaten the personal or emotional safety of individuals or groups**

AT ANY TIME, YOU CAN ANONYMOUSLY
REPORT BULLYING ONLINE @ [erase.gov.bc](https://www.erase.gov.bc.ca) or by
scanning the QR code:

erase|



Unaccepted Behaviour:

- Engaging in incidents of harassment, intimidation, bullying or discrimination
- Interfering with the learning or orderly environment of the school or function
- No smoking/vaping on school property
- Verbal threats of harm, swarming
- Disrespect to others and their property
- Implicit or explicit acts of sexism, racism, and homophobia.
- Breaching academic integrity.
- Possession of weapons, with or without the intent of school use.
- Illegal acts such as: theft or damage to property, plagiarism, possession or distribution of an illegal or restricted substance, possession, use of a weapon or physical violence
- Taking photos or videos of other students/staff at any time without their explicit consent. At no time will students be permitted to take photos or videos of others in washrooms or changerooms.
- As a student of Ladysmith Secondary, you should never be on another school campus during the school day, or in their buildings without having an approved visitor pass from a school administrator.

**Try Your Best, Get Better Each Day, Do
the Right Thing..... It's the 49er Way**



Consequences

NLPS Inclusion Policy states:

“The Board expects that all students, staff, and members of our school communities will adhere to a code of conduct that is educative, preventative and restorative in practice and response”

Restorative Practices

- Focus on creating conditions for students to learn self-discipline, fix mistakes and return to the group/class/school strengthened.
- Address the needs of those who have been harmed
- Encourage the students, as often as possible, to participate in the development of meaningful, interventions through discussion or mediation to replace, repair or make “good” what has been taken, damaged, destroyed and/or defaced.
- Emphasize the importance of positive relationships in building community and,
- Speak to the obligation we all have to each other to move towards wholeness, restoration and belongingness.

Participating in a meaningful consequence and may include:

- A ‘do over’ opportunity
- Face to face meetings with staff to address the harm done
- Group or classroom circles to restore equity, balance and respect
- An act of service to make a positive contribution to the class, school or community
- School/community support to learn and practice problem solving or conflict resolution strategies
- Reflective/think process that includes the opportunity to create a plan to restore the harm done
- Restorative practices involving families of those harmed and doing the harm

Student Suspension

Discipline measures used with students should be viewed the context of helping students achieve intellectual and social development. The purpose of suspension, or any other discipline strategy, should be to meet these provincial goals and to develop self-reliant adults. Suspension is one strategy in a more complex problem-solving process designed to support the student in changing inappropriate behaviour.

To be equitable, consequences may vary from student to student where the misconduct appears to be similar. Intervention must be appropriate to the student’s age, maturity, needs, exceptionalities, extenuating circumstances and the nature of previous intervention taking in consideration of the needs of the school.

Notification

School administration may advise other parties or agencies of serious breaches of the code of conduct depending on the severity and/or frequency of misconducts and the impact on others and/or the school community. Illegal acts will be reported to the RCMP and/or District Administration to develop a safety plan that will include the components of education, prevention and restorative action.

NLPS Administrative Procedures that support the School Code of Conduct include:

- AP 312 - Harassment, Intimidation, Bullying and Discrimination
- AP 344 - Code of Conduct
- AP 345 – Student Suspension
- AP 347 - Sexual Orientation and Gender Identity
- AP 350 – Antiracism and Cultural Safety
- AP 352 – School Attire Expectations

**All learners in our school are taught and strive to follow and understand the following belief statement:
Try your Best, Get better each day, Do the right thing It’s the 49er Way**