

ERMS Student Code of Conduct

Eugene Reimer Middle School affirms its commitment to the anti-discrimination principles and values contained in the BC Human Rights Code that includes the prohibited grounds of discrimination in respect of discriminator publication and accommodation. Eugene Reimer Middle School recognized that students and staff have the right to a safe, inclusive, and welcoming learning environment regardless of their “race, colour, ancestry, place of origin, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression or age...” (s. 7)

Statement of Purpose

The ERMS Code of Conduct serves as a guide for all members of our learning community. It is designed to promote a healthy, safe, caring environment for students of all abilities to learn. We value equity, diversity, inclusion, and accessibility in our school building and always strive for a learning environment free from discrimination as stated in the British Columbia Human Rights Code.

Conduct Expectations

As students mature, they can expect to be presented with more opportunities to demonstrate responsibility in our school building. They will develop leadership skills and recognize the value they present as role models to younger students and community partners.

Students will also become more aware of personal responsibility and understand the need for increasing consequences for inappropriate behaviour.

Eugene Reimer Middle School students are expected to always demonstrate character traits at all times in our school building, and when off campus representing our school on field trips, at sports events and extra-curricular activities or on the school bus.

Acceptable Conduct

Students are expected to conform to high standards of behaviour when at school, on the way to and from school, and while attending any school function or field trip. Students should strive towards—but are not limited to the following behaviours:

- Demonstrating exemplary character traits
- Respecting the rights of members of the ERMS community
- Promoting an environment of understanding & mutual respect
- Working to the best of their abilities
- Being honest and having integrity
- Caring for each other
- Leaving a situation better than it was found
- Becoming an expert at something
- Always Representing ERMS positively

- With regard to Social Media use: many students at ERMS have access to personal devices, including phones, computers, iPads, etc. More often than we would like, teachers, learning support services, and school administration are asked to intervene in conflicts between students that began, or took on a life of their own via messaging/texting, social media accounts, email, or other means of electronic communication. We encourage students to make choices to use messaging/texting, social media accounts, email, or other means of electronic communication appropriately and to resist the urge to become “cyber-bullies” by speaking unkindly or spreading rumours. We also encourage parents/families to be vigilant in monitoring and supervising the time and usage of technology by their children.

- With regard to Personal Digital Devices: Turn off during school hours (8:15-2:20) and store in locker; do NOT leave unattended; NO pictures or videos; the school will NOT cover any lost/broken items; can be used before and after school outside the building. Please see Administrative Procedure 345: Student Use of Personal Digital Devices in Schools for more information
- Definitions of personal digital devices:
 - 1.1 Personal digital devices referred to in this administrative procedure include, but are not limited to, cell phones, smartphones, tablet computers, smartwatches and portable video game systems that can be used to communicate or access the internet
 - 1.2 Hours of instruction is defined as hours in which students of the school receive instruction in an educational program. (School Regulation)
- With regard to respect for and safety of others: students are expected to always treat others with consideration and respect. They are to avoid situations that may lead to physical or verbal conflict, including fighting, bullying, or threatening behaviour. Students have a responsibility to inform their teachers or the school administration promptly of incidents of bullying, harassment, or intimidation. Participation in play should consider safety and appropriateness. Students should model fair play and courtesy as a participant or spectator in all sports and recreational activities while at the school or representing the school offsite. Every member of the school community has a right to a safe and secure environment, to be treated with respect and to have safe passage, without interference to and from school.

Consequences

Violations to the ERMS Code of Conduct will result in consistent and fair disciplinary action. The development of self-discipline is an important goal at our school. The goal of the disciplinary action is for students to learn from their mistakes and be restorative rather than punitive. The violation will be dealt with on an individual basis. The severity and frequency of the violation and the age, maturity, and needs of the student will be considered when determining appropriate action.

Transgressions of the School and District Codes of Conduct will be dealt with in an appropriate and timely manner. Examples of transgressions include (but are not limited to):

Behaviours that interfere with

- The learning of others and the emotional well-being of others
- Our safe and secure environment
- One's own learning

Acts, such as

- Bullying, harassment, intimidation
- Physical violence
- Retribution against a person that has reported transgressions

Illegal acts, such as

- Possession, use, or distribution of illegal or restricted substances
- Possession or use of weapons (or replica weapons)
- Theft of or damage to property (vandalism)

The severity and frequency, age, and maturity of the students are taken into consideration when unacceptable conduct occurs. Additionally, consideration for a student's disability or diverse ability will be taken into

account. The consequences will be consistent and fair. Disciplinary action, whenever possible, is preventative and restorative, rather than merely punitive. Escalating consequences include (but are not limited to):

- A discussion
- A warning
- A thinking paper
- Time out/loss of privileges
- Referral to school-based team or administration
- Referral to district personnel

When there is a breach of the School Code Conduct, school officials may have a responsibility to advise the following:

- Parents/Guardians/families of offenders and of victims
- School district officials as required by school district policy
- Police and/or other agencies as required by law
- All parents/guardians/families when deemed to be important to reassure members of the school community

Harassment & Bullying

Harassment or Bullying is against the District Code of Conduct and will be dealt with severely and quickly. Harassment or bullying is inappropriate remarks, jokes, taunting, comments, gestures, sexually suggestive comments, or actions that create an uncomfortable environment in person and/or online.

A Bully is someone who:

- uses power to hurt others or harm their possessions
- purposely scares or intimidates others
- often hurts the same person repeatedly
- is sometimes supported by other people who just watch, instead of helping the person being bullied

If a student feels he or she is being harassed or bullied, he or she should:

- tell the person to stop
- tell a parent/guardian, teacher, administrator, or another trusted adult
- try to stay away from places or times they might be alone with the harasser or bully

If a student is aware of someone who is being bullied, he or she should tell a parent/guardian, teacher, administrator, or another trusted adult.

Student Rights & Responsibilities

- Every student has the **RIGHT** to an education. Students have the **RESPONSIBILITY** to be on time, be prepared, listen to instructions, do assigned work, and work in a way that does not infringe upon the learning of others.
- Every student has the **RIGHT** to be heard. Students have the **RESPONSIBILITY** to listen and not interrupt those who are speaking.
- Every student has the **RIGHT** to be safe. Students have the **RESPONSIBILITY** to treat others in a way that does not hurt them or cause them to be afraid at school or on the way to and from school.

- Every student has the **RIGHT** to be respected and free from discrimination as set out in the BC Human Rights Code. Students have the **RESPONSIBILITY** to treat others with respect, and not tease, harass, or discriminate against other people.
- Every student has the **RIGHT** to privacy and to his or her own personal space. Students have the **RESPONSIBILITY** to respect the personal property of others, and to accept their right to privacy.

Banned Substances and Weapons

All alcohol products, marijuana and its paraphernalia, all vaping (e-cigarettes) and tobacco products are NOT allowed on the school grounds or in the school building at ANY time. These items are not permitted at any school activity, field trip or event. Parents/guardians will be contacted, and disciplinary action will follow the school district [AP 331 – Drugs and Controlled Substance Abuse](#). Additionally, pop and energy drinks are not to be consumed at school.

As per [Board Policy 15 – Student Code of Conduct](#), any type of weapon, replica or genuine, including but not limited to guns, knives, slingshots, clubs, brass knuckles, lighters and matches, laser pointers, firecrackers or fireworks, bear spray, etc. are not allowed on school grounds or in the school at any time, or at any school activity, field trip or event. Parents/guardians will be contacted, and disciplinary action will be levied on any student who is found to be carrying a weapon (or replica) to, from, or within the school, or to, from, or at any school activity, field trip or event.

Care of School Property and Vandalism

The destruction or defacing of property belonging to the school or to others is strictly prohibited. Students are responsible for taking care of all of school property, as they will be held accountable for any damage to desks, chairs, locks and lockers, textbooks, library books, school technology and other equipment. Students will be charged full replacement cost for loss or damage to any school equipment.

Student Dress Expectations

As per [AP 318 – Student Dress Code and School Uniforms](#), student dress expectations are:

1. Clothing and accessories cannot pose a safety concern or conceal one's identity
2. Specific attire may be required for a variety of classroom settings such as Explorations, Physical Education/Fitness, science labs, etc.
3. Clothing must cover undergarments.
4. When there are differences in perspective, all involved have a duty to seek common understanding in a mutually respectful manner. Ultimately, the school administration has the responsibility to apply the dress policy where necessary. If any person dresses in an inappropriate manner, they will be advised personally and discreetly.

Profanity

As per [Board Policy 15 – Student Code of Conduct](#), the use of inappropriate language, including language that is profane, obscene, racist, sexist, homophobic, or otherwise offensive, is not acceptable on the school grounds or in the school building at ANY time. This language is also not permitted at any school activity, field trip or event. Disciplinary action will be taken for violations.