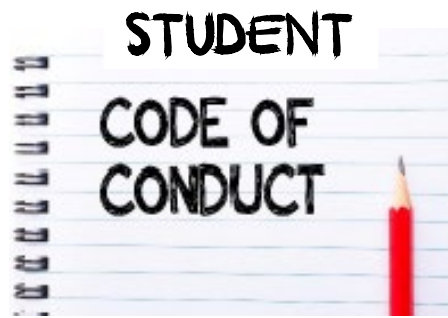




Eugene Reimer
Middle School



At Eugene Reimer Middle School, we are committed to creating a safe, welcoming, and inclusive environment where every student and staff member feels respected, valued, and supported.

Our school follows the anti-discrimination principles and values outlined in the BC Human Rights Code, including the prohibited grounds of discrimination in relation to services, publications, and accommodation.

We recognize that all students and staff have the right to a safe, inclusive, and welcoming learning and working 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).

At Eugene Reimer, we value the diversity of our school community and are committed to fostering a culture of belonging, dignity, and respect for everyone.

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 grow and mature, they will have more opportunities to take on responsibility and contribute to our school community. Through these experiences, students will develop leadership skills, build confidence, and understand the important role they can play as positive role models for younger students and members of our community.

Students will also develop a greater understanding of personal responsibility and accountability, recognizing that their choices and actions have consequences. As they grow and mature, they will be expected to make responsible choices and learn from their experiences when expectations are not met.

Eugene Reimer Middle School students are expected to demonstrate positive character and respectful behaviour throughout our school community. These expectations apply both in school and when students are representing Eugene Reimer off campus, including on field trips, at sports events, during extracurricular activities, and while travelling on school buses.

Acceptable Conduct

Students are expected to hold themselves to high standards of behaviour at school, on the way to and from school, and while attending school functions, field trips, sports events, and extracurricular activities.

Students are encouraged to strive toward the following behaviours and values:

- Demonstrating exemplary character and making positive choices.
- Respecting the rights and dignity of all members of the ERMS community.
- Promoting an environment of understanding, inclusion, and mutual respect.
- Becoming an expert at something by exploring interests, developing skills, and taking pride in personal growth.
- Caring for one another and contributing to a supportive school community.
- Leaving a situation better than they found it by taking responsibility for their surroundings and the impact of their actions.
- Working to the best of their abilities and taking pride in their learning and accomplishments.
- Being honest and demonstrating integrity in their words, choices, and actions.

Personal Digital Devices

Personal digital devices are to be **turned off and stored in students' lockers during school hours (8:15 a.m. – 2:21 p.m.)**.

Students are expected to:

- Keep personal digital devices stored safely in their lockers during school hours.
- Never leave personal digital devices unattended.
- Not take or share photographs or videos at school.
- Understand that the school is **not responsible for lost, damaged, or broken personal digital devices**.
- Use personal digital devices before and after school **outside the school building**.
- For more information, please refer to **Administrative Procedure 345: Student Use of Personal Digital Devices in Schools**.

Definitions of personal digital devices:

1.1 Personal digital devices 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* are defined as the hours in which students of the school receive instruction in an educational program, as outlined in the School Regulation.

Students are expected to always treat others with consideration and respect. They are expected to make choices that contribute to a safe, welcoming, and inclusive school community and to avoid situations that may lead to physical or verbal conflict, including fighting, bullying, harassment, intimidation, or threatening behaviour.

Students have a responsibility to promptly inform a teacher or school administrator when they experience or witness incidents of bullying, harassment, intimidation, or other behaviour that may compromise the safety or well-being of others.

When participating in play, sports, and recreational activities, students are expected to consider the safety and well-being of others. Students should demonstrate fair play, good sportsmanship, and courtesy as both participants and spectators, whether at school or while representing Eugene Reimer Middle School off campus.

Every member of the school community has the right to:

- a safe and secure learning environment;
- be treated with dignity and respect; and
- travel to and from school safely and without interference.

Consequences

Violations of the ERMS Code of Conduct will be addressed in a consistent, fair, and timely manner. Developing self-discipline, personal responsibility, and accountability is an important goal at Eugene Reimer Middle School.

The purpose of disciplinary action is to help students learn from their choices, understand the impact of their behaviour, and make positive changes. Whenever appropriate, responses will focus on restorative practices rather than being solely punitive.

Each situation will be considered individually. When determining an appropriate response, the school will consider the nature, severity, and frequency of the behaviour, as well as the student's age, maturity, and individual needs.

Violations of the School and District Codes of Conduct will be addressed appropriately and in a timely manner. Examples of unacceptable behaviour include, but are not limited to:

Behaviours that interfere with:

- The learning and educational experience of others.
- The emotional well-being of others.
- A safe, secure, and welcoming school environment.
- A student's own learning and ability to participate successfully at school.

Acts such as:

- Bullying, harassment, or intimidation.
- Physical violence.
- Retaliation or retribution against a person who reports a concern or violation.

Illegal or prohibited 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, including vandalism.

When unacceptable conduct occurs, the severity and frequency of the behaviour, as well as the student's age, maturity, individual needs, and circumstances, will be taken into consideration. Consideration will also be given to a student's disability or diverse abilities when determining an appropriate response.

Responses will be consistent, fair, and proportionate to the circumstances. Whenever possible, disciplinary action will be preventative and restorative rather than merely punitive. The goal is to help students understand the impact of their choices, take responsibility for their actions, and develop the skills needed to make positive choices in the future.

Depending on the circumstances, responses may include, but are not limited to:

- A discussion working in an alternate location.
- A warning.
- A reflection activity - "thinking paper".
- Time out/loss of privileges.
- Referral to the school-based team or school administration.
- Referral to district personnel.

Communication Following a Breach of the School Code of Conduct

When there is a breach of the School Code of Conduct, school officials may have a responsibility to inform or involve others, depending on the circumstances. This may include:

- Parents, guardians, or families of students involved, including those who have been affected by the incident.
- School district officials, as required by district policy.
- Police and/or other agencies, as required by law.
- The broader school community, when deemed necessary, to reassure and support students, staff, and families.

Harassment & Bullying

Harassment and bullying are not acceptable and are contrary to the District Code of Conduct. Concerns involving harassment or bullying will be addressed promptly and appropriately.

Harassment and bullying may include inappropriate or hurtful remarks, jokes, taunting, comments, gestures, sexually suggestive comments, threats, or other actions that cause harm, intimidation, or an unsafe or uncomfortable environment. These behaviours may occur in person or online.

Bullying behaviour may involve someone who:

- Uses a real or perceived position of power to hurt, intimidate, or control another person.
- Purposely scares, threatens, or intimidates others.
- Repeatedly targets or harms the same person.
- Encourages, supports, or participates in bullying behaviour, including bystanders who knowingly support or encourage the behaviour.

If You Feel You Are Being Harassed or Bullied

If you feel that you are being harassed or bullied, you are encouraged to:

- Clearly tell the person to stop when it feels safe to do so.
- Tell a parent, guardian, teacher, administrator, counsellor, or another trusted adult.
- Stay near supportive people and, when possible, avoid situations where you may be alone with the person involved.
- Keep records of online messages or posts and share them with a trusted adult.

If you see someone being bullied or harassed:

Don't ignore it. Tell a parent, guardian, teacher, administrator, counsellor, or another trusted adult. Supporting someone who is being targeted and reporting concerns can help make our school a safer and more welcoming place for everyone.

Student Rights & Responsibilities

- **Every student has the RIGHT to an education.** Students have the RESPONSIBILITY to arrive on time, be prepared to learn, listen to instructions, complete assigned work, and participate in ways that support the learning of others.
- **Every student has the RIGHT to be heard.** Students have the RESPONSIBILITY to listen respectfully and allow others to speak without interruption.
- **Every student has the RIGHT to be safe.** Students have the RESPONSIBILITY to treat others in a way that does not cause physical or emotional harm or make others feel unsafe or afraid, whether at school or while travelling to and from school.
- **Every student has the RIGHT to be respected and to be free from discrimination, as set out in the BC Human Rights Code.** Students have the RESPONSIBILITY to treat others with dignity and respect and not tease, harass, intimidate, or discriminate against others.
- **Every student has the RIGHT to privacy and personal space.** Students have the RESPONSIBILITY to respect the privacy, personal space, and property of others.

Banned Substances and Weapons

Alcohol, cannabis and cannabis paraphernalia, vaping and e-cigarette products, and tobacco products are **not permitted** on school grounds or in the school building at any time. These items are also not permitted at any school activity, field trip, or event, whether on or off school property.

Parents/guardians will be contacted when a student is found in possession of these items, and the matter will be addressed in accordance with **School District Administrative Procedure 331 – Drugs and Controlled Substance Abuse** and the District Code of Conduct.

Pop and energy drinks are also not permitted to be consumed at school.

In accordance with the **Student Code of Conduct**, weapons and replica weapons are not permitted on school grounds, in the school building, or at any school activity, field trip, or event. This includes, but is not limited to:

- Guns and replica guns
- Knives
- Slingshots
- Clubs
- Brass knuckles
- Lighters and matches
- Laser pointers
- Firecrackers and fireworks
- Bear spray

Parents/guardians will be contacted when a student is found carrying a weapon or replica weapon. The matter will be addressed in accordance with the **Student Code of Conduct** and applicable school district policies and procedures.

These expectations apply to students while travelling to and from school and while attending or participating in school activities, field trips, and events.

Care of School Property and Vandalism

Students are expected to treat school property and the personal property of others with care and respect. The destruction, damage, or defacing of school property or property belonging to others is not permitted.

Students are responsible for taking reasonable care of the school's facilities, furniture, equipment, and resources, including desks, chairs, locks and lockers, textbooks, library books, school technology, and other equipment.

Students may be held responsible for the cost of repairing or replacing school property that is lost or damaged because of their actions. Where appropriate, students will be given opportunities to take responsibility for their actions and participate in restorative measures to repair or address the impact of the damage.

Student Dress Expectations

In accordance with **Administrative Procedure 318 – Student Dress Code and School Uniforms**, students are expected to follow these dress guidelines:

1. **Clothing and accessories must not create a safety concern or be used to conceal a student's identity.**
2. **Students may be required to wear specific clothing or protective equipment** for certain learning environments and activities, including Explorations, Physical Education/Fitness, science labs, and other settings where safety or participation requires it.
3. **Clothing must provide appropriate coverage of undergarments.**
4. **Students and staff are encouraged to approach differences in perspective with understanding and respect.** When questions arise about whether clothing meets the expectations of the dress code, all involved should seek a common understanding in a respectful manner. Where necessary, school administration will make the final determination regarding the application of the dress code.

If a student's clothing does not meet the expectations outlined above, the student will be spoken to **privately and respectfully** and given an opportunity to address the concern.

Profanity and Inappropriate Language

In accordance with the **Student Code of Conduct**, students are expected to use language that is respectful and appropriate for a school environment.

Profane, obscene, racist, sexist, homophobic, or otherwise discriminatory or offensive language is not acceptable on school grounds or in the school building. These expectations also apply to all school activities, field trips, and events, whether on or off school property.

Concerns involving inappropriate or discriminatory language will be addressed promptly and appropriately in accordance with the **Student Code of Conduct** and applicable school district policies and procedures.

