

**TUESDAY, FEBRUARY 21, 2023**

Public Session: 5:30p.m. Grimsby Lincoln Room - Hybrid Meeting

## **AGENDA**

### **A. WELCOME**

### **B. APPROVAL OF THE AGENDA**

### **C. NEW BUSINESS**

1. **G-26: Use of Mobile Devices by Students**  
**Marian Reimer Friesen**
2. **G-32: Fees for Learning Materials and Activities**  
**Stacy Veld**
3. **G-11: Assault/Threatening Incidents Involving Students**  
**Jennifer Feren**
4. **G-39: Human Rights Discrimination and Harassment or Occupational Health and Safety Workplace**  
**Jennifer Feren**
5. **E-12: Workplace Wellness**  
**Lora Courtois**
6. **A-19: Accessibility Standards – Policy Statement**  
**Lora Courtois**  
**Recommended Motion**  
**“That Policy A-19: Accessibility Standards – Policy Statement be deferred to 2023-2024.”**
7. **E-18: Accessibility Standards for Employment**  
**Lora Courtois**  
**Recommended Motion**  
**“That Policy E-18: Accessibility Standards for Employment be deferred to 2023-2024.”**
8. **G-34: Accessibility Standards for Information and Communication**  
**Lora Courtois**  
**Recommended Motion**  
**“That Policy G-34: Accessibility Standards for Information and Communication be deferred to 2023-2024.”**
9. **J-02: Accessibility Standards for School Transportation**  
**Simon Hancox**  
**Recommended Motion**  
**“That Policy J-02: Accessibility Standards for School Transportation be deferred to 2023-2024.”**

**POLICY COMMITTEE MINUTES**  
TUESDAY, FEBRUARY 21, 2023

---



**D. ADJOURNMENT**

**Next Meeting: Tuesday, May 16, 2023 @ 5:30p.m.**

**POLICY**

SECTION:	SCHOOL OPERATIONS	POLICY:	<b>G-26</b>
TOPIC:	<b>USE OF MOBILE DEVICES BY STUDENTS</b>	PAGE:	1 of 1
REVIEW DATE:	February 2022-February 2028	DATE:	February 2018
		REVISED:	February 2023

**INTRODUCTION**

The District School Board of Niagara (DSBN) recognizes the educational value of students utilizing mobile devices to enhance their learning through the responsible access to global information and communication. The DSBN further recognizes the critical role that parents play in educating their children on the appropriate use of mobile devices and in monitoring their use of these devices as today's responsible digital citizens. This partnership of parents and schools is essential in achieving success in ensuring appropriate use of ever changing technology.

Technology continues to evolve, providing users with an array of sophisticated tools. Mobile devices are now widely marketed to young people who bring them to school.

Mobile devices, while serving legitimate purposes, can also be used in an intrusive manner. The privacy, safety and dignity of others could be violated by the inappropriate use of audio and video recording devices. Mobile devices also have the potential to interfere with the students' personal learning or the learning of others.

**POLICY**

The District School Board of Niagara (DSBN) recognizes that students may have in their possession personal mobile devices. This policy governs the acceptable use of personal mobile devices by students while at school or at school related activities.

It is the policy of the DSBN that personal mobile devices are allowed where they are deemed not to interfere with their personal learning or the learning of others and will only be used under supervision in the elementary setting. Circumstances where mobile devices may be permitted for use include educational purposes as directed by the educator, health and medical purposes, or to support special education and mental health needs. They are not to be used in elementary or secondary schools in private areas such as locker rooms and washrooms nor are they to be used where it may interfere with the reasonable expectation of privacy or safety of staff, students, or others.

School administrators shall include in the school organizer/agenda share information on appropriate use of mobile devices and hold students accountable for complying with these guidelines. School staff at the school and at the DSBN shall determine what, if any, use is interfering with the learning or intruding on another's reasonable expectation of privacy and implement restrictions and consequences consistent with policy G-08 DSBN Code of Conduct for schools.

**Reference**

Policy D-01: Digital Technology Use by Students

District School Board of Niagara

**POLICY**

SECTION:	SCHOOL OPERATIONS	POLICY:	<b>G-32</b>
TOPIC:	<b>FEES FOR LEARNING MATERIALS AND ACTIVITIES</b>	PAGE:	1 of 1
		DATE:	<del>January 2017</del> February 2023
REVIEW DATE:	<del>January 2022</del> February 2028	REVISED:	

The District School Board of Niagara (DSBN) believes that all students can learn, and we are committed to every student achieving success. Every student has the right to attend a school, where they are a qualified resident pupil, without payment of a fee. It is understood that each student should benefit and have equal access to programs and resources in their regular day school.

DSBN schools may choose to offer enhanced programming and materials which are voluntary enrichments to the curricular or co-curricular activities beyond what is necessary to meet the learning expectations for a particular grade, subject or course. In these cases, fees may be charged and collected by the school to cover cost associated with the activity which include but are not limited to the cost of transportation and cost of entry fees, admissions etc. It is also understood that schools may potentially charge school/student activity fees. This includes but is not limited to student agendas/yearbooks, special events, athletics and student council activities.

Schools are required to develop strategies that recognize and reduce barriers to participation and work to effectively include all students in opportunities being provided. In situations where fees may be charged to students, the school administration shall make every effort to assist students with limited financial means in a confidential manner. While no student should be excluded from participating in any school activity or event based on the ability to pay, some activities and events may require a plan for recovery of the cost or partial cost for participation.

Where any fees are collected, all funds received will be accounted for in accordance with DSBN Policies and Procedures. These fees are collected to complement and not replace public funding for education.

**POLICY**

SECTION:	SCHOOL OPERATIONS	POLICY:	<b>G-11</b>
TOPIC:	<b>ASSAULT / THREATENING INCIDENTS INVOLVING STUDENTS</b>	PAGE:	1 of 1
		DATE:	February 2018
REVIEW DATE:	February 2023	REVISED:	

The District School Board of Niagara (DSBN) recognizes the importance of healthy relationships and a positive school climate to create and sustain a safe, caring, inclusive, and accepting environment for all students. The DSBN does not tolerate acts of violence or assault by any individual, including students. All DSBN employees, who work directly with students, must respond to all student behaviours that may lead to acts of violence, bullying or assault. Fighting, bullying, harassment and/or threatening by act, gesture or writing/electronic communication may be considered forms of assault.

Such behaviour is inconsistent with the expectations for students outlined in PPM 145: Progressive Discipline and Promoting Student Positive Behaviour as well as the DSBN Policy: Student Discipline Policy (G-28) and DSBN Code of Conduct for Schools~~Code of Student Behaviour (G-08)~~ and more specifically outlined in each school's Code of Conduct. The range of options includes corrective and restorative actions up to and including suspension, expulsion and/or Police involvement.

Promoting healthy relationships and strengthening the universal delivery of social-emotional learning and mental health literacy are essential for student well-being and student success. The DSBN is committed to supporting students' academic, social and emotional development.

Where sexual assault is involved, the Police Protocol, FACS Protocol and ~~the DSBN Policy:~~ Human Rights Discrimination and Harassment or Occupational Health and Safety Workplace Harassment (G-39) Policy should be consulted.

References

Policy G-02: Safe Schools

Policy G-08: ~~Code of Student Behaviour~~DSBN Code of Conduct for Schools

Policy G-28: Student Discipline

Policy G-29: Safe and Accepting Schools: Bullying Prevention and Intervention

Policy G-39: Human Rights Discrimination and Harassment or Occupational Health and Safety Workplace Harassment

## POLICY

SECTION:	SCHOOL OPERATIONS	POLICY:	<b>G-39</b>
TOPIC:	<del>HUMAN RIGHTS DISCRIMINATION AND HARASSMENT OR OCCUPATIONAL HEALTH AND SAFETY WORKPLACE HARASSMENT</del> <u>HARASSMENT AND DISCRIMINATION PREVENTION (ONTARIO HUMAN RIGHTS CODE &amp; ONTARIO OCCUPATIONAL HEALTH &amp; SAFETY ACT)</u>	PAGE:	Page 1 of 2
REVIEW DATE:	<del>November 2022</del> <u>February 2028</u>	DATE:	<del>November 2017</del> <u>February 2023</u>
		REVISED:	

The District School Board of Niagara (DSBN) is committed to providing an equitable, safe, and positive environment within which all persons are treated with respect and dignity. The DSBN will take all reasonable steps to protect ~~our~~ employees, students, and the employees of those that provide services ~~to us~~ within ~~our~~ the workplaces learning and working environments from discrimination and harassment. This Policy applies to all persons who may be in any DSBN workplace learning and working environments. This Policy applies to all DSBN workplaces learning and working environments, including without limitation, all DSBN property, all DSBN transportation and at all DSBN related events or activities (including extra-curricular activities and while on DSBN business travel).

The DSBN is committed to meeting its obligations under the *Canadian Charter of Rights and Freedoms* (Charter), the Ontario *Human Rights Code* (OHRC) and *Occupational Health and Safety Act* (OHSA) by providing equitable, safe, and inclusive schools and workplaces that respect the rights of every individual. This Policy is not intended to limit or constrain the reasonable exercise of management functions in the workplace learning and working environments. Reasonable action or conduct by the employer, administrator, manager, or supervisor that is part of ~~his or her~~ their normal work function would not normally be considered harassment under the OHRC or the OHSA.

Discrimination

As part of the Equality Rights under the Charter, everyone is protects-protected against discrimination on the basis of:

- Race
- Religion
- Sex
- National Or Ethnic Origin
- Mental Or Physical Disability
- Colour
- Age

The ~~Code~~ OHRC provides that every person has the right to equal treatment with respect to employment or services, goods and facilities, without discrimination because of:

- Race
- Colour
- Creed
- Gender Identity
- Marital Status
- And in the case of employment, Record ~~Of~~ of Offences (Prohibited Grounds)
- Ancestry
- Ethnic Origin
- Sex
- Gender Expression
- Family Status
- Place Of Origin
- Citizenship
- Sexual Orientation
- Age
- Disability

There is a prohibition on any form of discrimination based ~~upon-on~~ a Prohibited Ground, save and except for such differential treatment of a person that is for a reasonable and legitimate purpose. As such, any form of wrongful discrimination is prohibited.

Harassment

## POLICY

SECTION:	SCHOOL OPERATIONS	POLICY:	<b>G-39</b>
TOPIC:	<del>HUMAN RIGHTS DISCRIMINATION AND HARASSMENT OR OCCUPATIONAL HEALTH AND SAFETY WORKPLACE HARASSMENT</del> <u>HARASSMENT AND DISCRIMINATION PREVENTION (ONTARIO HUMAN RIGHTS CODE &amp; ONTARIO OCCUPATIONAL HEALTH &amp; SAFETY ACT)</u>	PAGE:	Page 2 of 2
REVIEW DATE:	<del>November 2022</del> <u>February 2028</u>	DATE:	<del>November 2017</del> <u>February 2023</u>
		REVISED:	

Further, under the OHRC, there is a prohibition of any form of harassment based ~~upon~~on a Prohibited Ground. Additionally, the OHRC specifically confirms that every person who is an employee has a right to freedom from harassment in the workplace because of sex. Every person has the right to be free from a sexual solicitation or advance made by a person in a position to grant or deny a benefit or advancement to the person where the person making the solicitation or advance knows or ought reasonably to know that the solicitation or advance is unwelcome.

~~In addition, every person has a right to be free from any reprisal or threat of reprisal for the rejection of any such sexual solicitation or advance.~~

Under OHSA, workplace harassment provisions are not limited to harassment based upon the Prohibited Grounds. Reference should be made to Policy E-15: Workplace Violence and Harassment Prevention.

### Reprisal

Every person has a right to be free from any reprisal or threat of reprisal for the rejection of any sexual solicitation or advance or for claiming or enforcing a right to be free from discrimination or harassment as set out herein.

### References

Policy E-03: Health and Safety

Policy E-15: Workplace Violence and Harassment Prevention

Policy G-02: Safe Schools

Policy G-08: Code of Student BehaviourDSBN Code of Conduct for Schools

Policy G-28: Student Discipline

**POLICY**

SECTION:	HUMAN RESOURCES - GENERAL	POLICY:	<b>E-12</b>
TOPIC:	<b>WORKPLACE WELLNESS</b>	PAGE:	Page 1 of 1
		DATE:	February 2018 2023
REVIEW DATE:	February 2023 2028	REVISED:	

The District School Board of Niagara (DSBN) seeks to provide a supportive work environment which encourages employees to make thoughtful choices regarding healthy living that contribute to their personal well being. The primary focus of the DSBN's Workplace Wellness program is to raise awareness, offer education, and to encourage smoke-free living, sound nutrition, physical fitness and stress management and supports for staff that encourage positive lifestyle choices, including both physical and mental health. Expected results of this program include an increase in the number of employees choosing to enjoy a healthier lifestyle. This program is supported and promoted by the Workplace Wellness Committee representing all stakeholder groups. The objectives of this committee include:

- To promote a healthy, productive, safe and supportive work environment.
- To provide employees access to knowledge and skills which improve and maintain healthy and safe behaviours.
- To communicate physical and mental wellness information to all employees on a regular basis.
- To provide wellness workshops throughout the school year on a variety of topics with presenters from within our Board's community and from the private and public sector.
- To encourage staff participation in these workshops and act on feedback from these programs.
- To review statistics on employee usage of our Employee Assistance Program and recommend actions and workshops dealing with relevant issues.
- To encourage worksites schools and administrative buildings to promote wellness.
- To review statistics on employee illness/medical leaves, employee attendance at wellness initiatives, satisfaction surveys and verbal feedback.

References

Policy E-01: Smoke-Free Learning and Workplace Environments

Policy E-13: Attendance Wellness Support Program