

## DEFINITIONS FOR SUSPENSION AND EXPULSION POLICY

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**SUSPENSION:** A temporary stopping of a student's right to attend school classes by someone having been given the authority to do so.

**IN SCHOOL SUSPENSION:** A structured, supervised program for a student whose behaviour is detrimental to the learning environment of the school. The in school suspension occurs within an educational environment in which the student has restricted contact with peers.

**EXPULSION:** The permanent exclusion of a student from all schools in the school division on the recommendation of the superintendent by specific resolution of the board of trustees. An expelled student does not retain status as a student in the school division and may not seek registration at another school within the division.

- (A) **ACADEMIC DISHONESTY:** Cheating, lying and/or plagiarism related to tests/exams or assignments submitted as evidence of learning.
- (B) **ARSON:** Deliberately setting a fire.
- (C) **DRESS CODE VIOLATION:** Wearing clothing that does not fit within the divisional dress code guidelines and requires the student to be removed from the classroom to address.
- (D) **FIGHTING:** Two or more people engaging in physical aggression involving two or more people, instigating a physical confrontation between others, or being present as a bystander.
- (E) **GANG ASSOCIATION/COLOURS:** Demonstrating gang affiliation or allegiance.
- (F) **HARASSMENT/BULLYING:** Engaging in or a bystander to repeated physical and/or emotional intimidation over an extended period of time, or a serious one-time event.

The Human Rights Code of Manitoba defines harassment as:

- (1) a course of abuse and unwelcome conduct or comment directly related to the following:
  - (a) ancestry, including colour and perceived race;
  - (b) nationality or national origin;
  - (c) ethnic background or origin;
  - (d) religion or creed, or religious belief, religious association or religious activity;

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- (e) age;
  - (f) sex, including pregnancy, the possibility of pregnancy, circumstances related to pregnancy;
  - (g) gender-determined characteristics or circumstances other than those included in (f);
  - (h) sexual orientation;
  - (i) marital or family status;
  - (j) source of income;
  - (k) political belief, political association or political activity;
  - (l) physical or mental disability or related characteristics or circumstances, including reliance on a dog guide or other animal assistant, a wheel chair, or any other remedial appliance or device.
- (2) a series of objectionable and unwelcome sexual solicitations or advances; or
  - (3) a sexual solicitation or advance made by a person who is in a position to confer any benefit on, or deny any benefit to, the recipient of the solicitation or advance, if the person making the solicitation or advance knows or ought to reasonably to know that it is unwelcome; or
  - (4) a reprisal or threat of reprisal for rejecting a solicitation of advance.

Sexual harassment may include:

- (1) unwanted, persistent or abusive sexual attention;
- (2) a sexual advance or solicitation made by a person in a position to grant or deny a benefit which may affect the employment status of an employee or the academic status of a student where the individual knows or ought reasonably to know that this attention is unwanted;
- (3) sexually oriented behaviour or remarks which create a negative psychological environment for work or study. Such behaviour or remarks include, but are not restricted to:
  - (a) demeaning remarks based on gender;
  - (b) suggestive jokes about sex;
  - (c) inappropriate comments about clothing, physical characteristics or activities;
  - (d) inappropriate displays of sexual pictures or materials;

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- (e) leering, ogling, and suggestive or insulting sounds;
  - (f) unwanted questions or comments about one's private life;
  - (g) unwanted physical contact, such as brushing up against one's body, patting or pinching (an offence under the Criminal Code);
  - (h) stalking, uttering threats, and harassing telephone calls (an offense under the Criminal Code);
  - (i) sexual assault (an offense under the Criminal Code).
- (4) a reprisal or threat of reprisal for the rejection of a sexual solicitation advance.
- (G) IMPROPER USE OF TECHNOLOGY:** Serious misuse of technology which violates school/divisional policy IJND-Computer Technology Use.
- (H) INSUBORDINATION:** Refusing to follow directions given by an adult.
- (I) LATE:** Student arrives past the signal of the beginning of class/school as per school guidelines for attendance.
- (J) MAJOR DISRUPTION:** Engaging in behaviour that interrupts the flow of the class or compromises the teaching/learning environment.
- (K) PHYSICAL AGGRESSION: (Staff/Student):**
- (1) Directing non-accidental (deliberate/forceful) physical contact towards someone with the intent to hurt or intimidate.
  - (2) Any physical assault that has sexual overtones.
- (L) SOCIAL MEDIA:** On-line/digital use at inappropriate times of day or for the purpose of bullying/harassing other people.

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- (M) **THEFT:** Removal or possession of school property, or another person's property, without permission.
- (N) **THREAT:** Actions and/or words that would lead a person(s) to believe that they are at risk of injury or death from another person.
- (O) **TRUANCY:** Failing to attend school on a consistent basis. An unexplained absence is an act of truancy.
- (P) **UNSAFE BEHAVIOUR:** Engaging in actions that may/does result in physical harm to self, or creates a dangerous situation for others.
- (Q) **VANDALISM/PROPERTY DAMAGE:** Intentional abuse/damage of property and materials.
- (R) **VERBAL AGGRESSION: (Staff/Student):**  
Verbal or written:
- (1) Language directed at another individual that makes them feel uncomfortable, hurt or unsafe.
  - (2) Harassment and/or derogatory comments which degrade a person based on their race or cultural group, gender or sexual orientation and/or physical or mental disability.
  - (3) Extortion.
- (S) **WEAPON:** Possession, use of, threat to use, or demonstrating the intent to use an object to intimidate and/or cause bodily harm.

A weapon is any object designed to be used or intended for use in causing injury or death to any person such as guns or knives, or any other item that may be used or intended to be used as a weapon that is normally not used for that purpose – such as a bat, club, stick, scissors, writing instrument, etc.

A threat with a weapon is actions or words from a person who has a weapon in their possession which would lead to the belief that they intended to utilize the weapon to cause injury or death, regardless of whether the person possessing the weapon actually uttered a threat to cause injury or death.

A person has a weapon in their possession when they have it in their personal possession; knowingly have it in the actual possession or custody of another person; or have it in any place, whether or not that place is subject to their control or is occupied by them for the use or benefit of themselves or of another person.

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Legal/Cross Reference:	IJND- Computer Technology Use	

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