



Appleby College Code of Conduct

APPLEBY COLLEGE COMMUNITY COVENANT

For over a century Appleby College has flourished as a community of learning in which each and every member (including students, employees, and parents) is expected to act in ways which advance the mission of the College to educate and enable students to become leaders of character.

The enduring strength of the Appleby College community derives from four core ethical values: respect, responsibility, integrity and compassion. Taken together, these embody what it means to be a member of the Appleby College community. Each day through our individual words and actions we strive to uphold these core ethical values, and thereby forge a community which fully reflects these values. At the same time, we recognize that actions which are not consistent with these values erode our sense of community and adversely affect our mission.

Core Ethical Values:

- **Respect**
In all of our words and actions, we demonstrate respect for ourselves and for one another. We act with courtesy and consideration towards all. We are respectful of the physical environment in which we live and learn. As members of a universally diverse community, we respect each other's differences and work together to build an inclusive learning community.
- **Responsibility**
We take responsibility for our actions without excuses and hold both ourselves and others accountable to the highest ethical standards. We are committed to academic excellence, civic responsibility and environmental stewardship.
- **Integrity**
In pursuing the highest standards of excellence and in all of our words and actions we are open and honest, acting towards others at all times with honour and integrity.
- **Compassion**
We actively recognize the needs of others both within our Appleby College community and beyond it. We support and care for one another in order to sustain a community of compassion.

As members of the Appleby College community, we commit ourselves to uphold these values and to adhere to this Community Covenant.

Appleby College Code of Conduct

Introduction

The Code of Conduct of Appleby College (“Appleby”) is based on principles that promote teaching and learning as well as the highest standards of academic excellence and of personal behaviour. These principles include respect, honesty, integrity, responsibility and accountability in a safe school community.

These standards of behaviour apply to all members of the Appleby community at all times (on campus, off campus, online and in-person).

All members of the Appleby community are to be treated with respect and dignity. Active and engaged citizens are aware of their rights, but more importantly, they accept the responsibility for protecting their rights and the rights of others. Violence and physically aggressive behaviour are totally unacceptable as are their use in resolving conflict. The possession, use or threatened use of any object to injure another person is equally unacceptable. Alcohol, tobacco, vaping and illegal drugs are addictive and present a health hazard. Appleby’s Code of Conduct includes policies and procedures in response to substance abuse.

Under the Ontario *Human Rights Code*, every person has a right to equal treatment with respect to services, goods and facilities, without discrimination because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, age, sex, sexual orientation, identity, marital status, family status, socioeconomic status or ability. Appleby recognizes that inappropriate and unacceptable behaviour towards another member of the community requires a serious response.

In the following articulation of policies and procedures, Appleby reserves its right to apply a full range of sanctions, including expulsion, to any offence. Further, policies and procedures are subject to review and may be changed or amended at an appropriate time without notice. All community members are responsible for following both the letter and the spirit of school policies and procedures.

Roles and Responsibilities

Appleby recognizes that all members of the Appleby community, including the Principal, Head of School and Deputy Principal, teachers, administration, students, parents and volunteers, have an obligation to comply with the behaviour standards outlined in this Code of Conduct. Members of the Appleby community have the following roles and responsibilities:

The Principal, under the direction of the school’s Board of Governors, takes a leadership role in the daily operation of the school. The Principal provides this leadership by:

- demonstrating care for the school community and a commitment to academic excellence and a safe teaching and learning environment;

- holding everyone under the Principal's authority accountable for their behaviour and actions;
- empowering students to be positive leaders in the school and community; and/or
- communicating regularly and meaningfully with all members of the school community.

Faculty and administration, under the leadership of the Principal, maintain order in the school and are expected to hold everyone to the highest standards of respectful and responsible behaviour. As role models, they uphold these high standards when they:

- help students work to their full potential and develop their self-worth;
- empower students to be positive leaders in their classroom, school and community;
- communicate regularly and meaningfully with parents;
- maintain consistent standards of behaviour for all students;
- demonstrate respect for all students, staff, parents, volunteers and the members of the school community; and/or
- prepare students for the full responsibilities of citizenship.

Students are to be treated with respect and dignity. In return, they must demonstrate respect for themselves, for others and for the responsibilities of citizenship through acceptable behaviour. Respect and responsibility are demonstrated when a student:

- comes to school prepared, properly dressed, on time and ready to learn;
- shows respect for oneself and one's own actions;
- refrains from bringing anything to school that may compromise the safety of others; and/or
- follows the established rules and takes responsibility for one's own actions.

Parents play an important role in educating their children and have a responsibility to support the efforts of school employees in maintaining a safe and respectful learning environment for all students when they:

- show an active interest in their child's schoolwork and progress;
- communicate regularly with the school;
- encourage their child to be appropriately prepared for school;
- ensure their child attends school regularly and on time;
- promptly report their child's absence or late arrival to the school;
- become familiar with the Code of Conduct;
- encourage and assist their child in following the Code of Conduct; and/or
- assist school employees in dealing with disciplinary issues involving their child.

Definitions

For all purposes of this Code of Conduct, reference to parents includes, where applicable, custodial and non-custodial parents and/or guardians; reference to the Appleby community includes students, teachers, parents and guardians, administration and volunteers.

Standards of Behaviour

By enrolling at Appleby, students automatically assume the obligation to comply with the provisions of the Code of Conduct. Central to the Code of Conduct is the understanding that each student will follow Appleby College's standards of behaviour. Self-discipline and a willingness to accept responsibility for one's actions and conduct are fundamental to the Code of Conduct.

The standards of behaviour apply to all members of the Appleby community at all times.

All members of the school community must:

- comply with the Code of Conduct;
- demonstrate honesty and integrity;
- treat all members of the school community with dignity and respect at all times, regardless of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, age, sex, sexual orientation, identity, marital status, family status, socioeconomic status or ability;
- show proper care and regard for school property and the property of others;
- take appropriate measures to help those in need;
- seek assistance from a member of the school staff, if necessary, to resolve conflict peacefully; and
- respect the need of others to work in an environment that is conducive to learning and teaching.

Inappropriate Behaviour

Examples of inappropriate behaviour include, but are not limited to:

- academic dishonesty;
- using inappropriate or disrespectful language;
- smoking or vaping on school property
- acts of vandalism causing damage to school property or property located on school premises;
- student possession of alcohol or illegal drugs;
- selling drugs or alcohol;
- students being under the influence of alcohol or illegal drugs;
- trafficking in weapons or illegal drugs;
- harassment online and or in-person;
- bullying, intimidating or threatening another person;
- fighting;
- gambling;
- possessing weapons, including a firearm;
- using a weapon to cause or threaten bodily harm to another person;
- physically or sexually assaulting another person;
- committing theft, robbery or extortion;
- possessing explosive substances;
- distributing hate material;
- hate-motivated violence;
- posting offensive comments anywhere online;
- unauthorized use of a motor vehicle;
- unauthorized absence from campus;

- unexcused absence from school activities;
- absence from boarding after curfew;
- unauthorized presence in a boarding house;
- sexual intimacy inappropriate to the school;
- inappropriate use of technology;
- unauthorized possession of school keys; and/or
- conduct injurious to the moral tone of the school or to the physical or mental well-being of others.

Failure to Comply with the Code of Conduct

All Appleby community members are responsible for observing both the letter and the spirit of the school's policies and procedures. As a general principle, Appleby reserves its right to apply a full range of sanctions, including expulsion, to any offence committed by a student. Although the specific provisions set out in this Code of Conduct outline steps that Appleby normally will take in the event that a student contravenes, or attempts to contravene, the provisions of a Code of Conduct, they do not take away from the discretion of Appleby to apply any sanction that is appropriate in the particular circumstances of an offence, including the expulsion of a student.

In addition, it is not necessary that a student succeed in actually committing an offence for the full range of sanctions to be applied. For example, an attempt to cheat on a test may be just as serious as actually cheating on a test.

If an incident that involves a student occurs off campus or at a time when school is not in session the school will investigate and may take disciplinary action if the student's off-campus, out of school behaviour has a negative impact on the school culture or a negative impact on other student's ability to participate in school life.

Sanctions

When exercising its discretion to determine the appropriate sanction to apply to an offence, Appleby will take into account:

- the seriousness of the offence or the attempt to commit the offence;
- the intention of the student; and/or
- the impact of the offence on the standards of behaviour and integrity that Appleby tries to cultivate in the school community.

The range of sanctions that Appleby will apply to an offence include:

- meeting with appropriate person(s) (such as peers, faculty, administrators);
- removal from a school activity, special program or recess to complete work or a special assignment designated by the teacher;
- arrangement of additional student support through guidance, Appleby Care Team and external resources;
- school work as assigned;
- removal from class for a period of time;
- contact with the parent(s) of the student involved;
- probation;
- in-school gating;
- weekend gating;
- in-school suspension;

- conference involving student, teacher, parent and administrative employees;
- arrangement of a behaviour or performance contract with the involvement of student, teachers and parents;
- financial restitution, reparation or service in a case where damage is caused, or maintenance work made necessary;
- formal suspension from school for one or more days; and/or
- expulsion from the school.

The school reserves the right to dismiss a student when the continued attendance of that student would not be in the best interests of that student or the school. The school also reserves the right to dismiss a student when their behaviour seriously jeopardizes the school's ability to guarantee the dignity and safety of its students, interferes with learning, represents a breach of the Code of Conduct, or involves conduct which is injurious to the moral tone of the school or to the physical or mental well-being of others. In these circumstances, the school will make reasonable efforts to assist the student's family in securing suitable alternative education arrangements.

Process and Procedure

In determining whether an offence has been committed and what sanction should be applied, Appleby will employ procedures that:

- reflects the severity of the offence alleged;
- ensures that a student, and their parents, are aware of the complaint against the student;
- ensures that a student, and their parents, have the opportunity to present fully and fairly their version of events and explanation and to have these taken into account by the decision-maker; and/or
- ensures that the decisions will be made in a fair and equitable way.

The general procedure that Appleby will observe to investigate and deal with any reports of breaches of the Code of Conduct is as follows:

- Any employee who observes the incident/behaviour or to whom it has been reported to will, where possible, complete a Serious Incident Report within 24 hours and submit it to the Head of School and Deputy Principal.
- The Head of School and Deputy Principal will forward this report to the appropriate School Director and Assistant School Director to investigate.
- The School Directors will question those with alleged involvement to determine involvement, facts and related issues.

As part of the investigation, the School Director will provide the student with an opportunity to explain the student's conduct, respond to the allegation and be heard regarding the student's position with respect to the incident in question.

After these initial interviews, the School Director will inform the parents, as required. The school will document any discussions and interviews undertaken by its employees, including those in which allegations are communicated to the student and/or parents.

Communication with the student and parents will clearly indicate Appleby's Code of Conduct and the consequences for infractions; the School Director will report findings to the Head of School and Deputy Principal.

If a student denies an allegation and a matter of credibility arises, the student and their parents will be given an

opportunity to meet with the person who will make the discipline determination (the Head of School and Deputy Principal) so that they can present their version of events, including mitigating circumstances; test or challenge the evidence against the student; and make submissions as to possible sanctions.

In the case of an alleged offence, the student and their parents will be given an opportunity to meet with the Head of School and Deputy Principal so that they can present their version of events, including mitigating factors, test or challenge the evidence against the student and make submissions as to possible sanctions.

If a discipline matter involves more than one student, any written communication from the School to the student or parents will be customized to reflect the particular student's circumstances.

Student Discipline

1. Where a concern arises regarding possible student discipline, the School Director will conduct an investigation and consider mitigating factors.
2. Following an investigation, if it is considered necessary to suspend a student, the School Director will contact the student's parents in order to discuss reasons for the suspension and engage them in becoming part of the plan to change behaviour.
3. Where appropriate, the School Director will inform the parents of the victim about the nature of the activity that resulted in the harm to the victim, the nature of the harm to the victim and the steps taken to protect the victim's safety, including disciplinary measures taken in response to the activity.
4. The School Director, in conjunction with the student's teacher, will organize schoolwork to be provided for the student to be completed during the term of the student's suspension.
5. A suspension will be for a fixed period, not exceeding 20 school days. The minimum period of suspension is one school day.
6. A one-day suspension will be in effect, where possible, on the first school day following the infraction.
7. The School Director will prepare and send the notice of suspension, copying the Head of School and Deputy Principal on this communication. A notice of suspension will be mailed or e-mailed to the parents.
8. A parent(s) may wish to appeal a suspension. Such parent(s) must give written notice of their intention to appeal to the Head of School and Deputy Principal within 3 school days of the commencement of the suspension. In the event an appeal is made, the suspension is still required to be served by the student.
9. The Head of School and Deputy Principal is required to hear and determine the appeal within a reasonable time of receiving notice. The Head of School and Deputy Principal will assess the evidence as provided by the parties and determine whether on a balance of probabilities, it is more probable than not that the student did commit the infraction.
10. The Head of School and Deputy Principal will decide to:
 - a) confirm the suspension;
 - b) confirm the suspension, but shorten its duration, even if the suspension that is under appeal has already been served, and order that the record of the suspension be amended accordingly; or
 - c) quash the suspension and order that the record of the suspension be expunged.

11. The Head of School and Deputy Principal has the authority to recommend an expulsion if they believe this to be the appropriate response to an infraction.
12. Where the Head of School and Deputy Principal recommends an expulsion, the Principal has the authority to expel after considering all of the evidence.
13. The Principal is required to consider the submissions of the parties, any mitigating factors, and any statement or submission by the student.
14. The Principal will decide whether to expel the student from Appleby. In the event that the Principal decides to expel the student, the school will make reasonable efforts to assist the student's family in securing suitable alternative education arrangements.

Entitlement to Access and Search

By enrolling at Appleby, both the student and their parent(s) acknowledge and agree that where Appleby has reasonable grounds to believe that there has been a breach of a school rule, a school administrator or designate may access and search a student's room, locker, person and/or possessions in order to maintain a safe school environment and/or to ensure that the student is complying with the requirements of the Code of Conduct.

Academic Integrity

As a community founded upon personal and academic integrity, Appleby expects that students enter the school with a serious purpose, good sense, and a sense of personal responsibility and respect for others. As part of its mission to nurture leaders of character, the school makes every effort to ensure that students understand its Academic Integrity Policy. As members of the community, it is in turn the student's individual responsibility to ensure that they honour both the letter and spirit of the school's Academic Integrity Policy. Students must take an active role in their learning. Engaging in any form of academic dishonesty or misconduct in order to obtain academic credit or advantage of any kind is an offence under this policy.

The school ensures that its curriculum includes training and exemplars for students to ensure they are able to operate with academic integrity. Student's understanding of academic integrity must be complete and lasting and prepare them for future academic success.

Incidents of academic dishonesty include plagiarism, cheating or a demonstrable intention to cheat on examinations, tests or assignments.

Plagiarism includes copying or paraphrasing the work of others without citation; misrepresenting someone else's work as one's own; copying another student's work; translating work from one language to another without citation; using the same piece of work in two separate courses or for two separate assignments.

Cheating includes (but is not necessarily limited to): viewing or using tests or examinations without permission of the teacher; bringing and using notes, electronic or online translators, or other unauthorized aids in an evaluation or examination giving unauthorized aid to another student, sharing or allowing another student to copy or use one's test, exam, essay or homework; theft of the test or examination; receiving excessive help with homework, take-home assignments, essays, etc., from a tutor, parent or fellow student.

Students failing to adhere to these standards on examinations will be expelled; those guilty of academic dishonesty on term work or tests are subject to disciplinary action, up to and including expulsion.

Roles and Responsibilities

Teacher - If an incident of academic dishonesty is suspected, the teacher will assemble relevant evidence and interview the student. If in the teacher's professional opinion and in consideration of any mitigating factors it is determined by the teacher that the student has a satisfactory explanation, the process stops. If the student has no explanation, has an unsatisfactory explanation and/or denies dishonesty, then the teacher will present the evidence to the Department Head.

Department Head - If the Department Head considers the evidence of cheating unconvincing, the process stops. If convincing, then they will direct the teacher to write a Serious Incident Report and submit it to the Head of School and Deputy Principal within 24 hours. The Head of School and Deputy Principal will contact the Assistant Head of School, Academics and the appropriate School Director to investigate.

School Director - The School Director will examine the evidence, interview the student(s) and inform parent(s) of the investigation. Parent(s) will be given notice of the particulars of the case at this point: what is alleged, what the policy is and what the potential outcomes are. The School Director will then determine in consultation with the Assistant Head of School, Academics, on the balance of probabilities, whether the student is or is not guilty of academic dishonesty. The School Director will meet with the student to inform them of the sanctions and communicate any decision or sanction to their parents in person, via phone or email. If, based on balance of probabilities, the student is not guilty of academic dishonesty, the process ends and the student and their parent(s) are informed.

Consequences of Academic Dishonesty

Examinations

In all cases, academic dishonesty on an examination will result in expulsion.

Other Evaluations, Assignments or Tests

The general sanction guidelines that Appleby College will apply in cases of academic dishonesty on work, assignments or tests other than examinations are as follows:

Middle School

First Offence - The student will initially receive a grade of zero percent on the test or assignment and then must complete an alternative assignment in order to demonstrate knowledge of the material. The alternative assignment will be graded and valued in the same manner as the original assignment and this grade replace the zero percent. Parent(s) will be notified by the School Director. The student must also write a letter to the teacher (to be approved by the School Director) and to the Head of School and Deputy Principal demonstrating an understanding of the seriousness of cheating with an assurance that there will be no future academic integrity issues.

Repeated Offences - The Assistant Head of School, Academics will meet with the student and their parent(s). The student will initially receive a grade of zero percent on the test or assignment and then must complete an alternative assignment in order to demonstrate knowledge of the material. The alternative assignment will have a maximum value of up to 50% of the original assignment. The alternative assignment will be completed at school during a weekend gating to be determined by the School Director.

Optimates and Academic Prizes – Where a demonstrated breach of the academic integrity policy has occurred more than one time in a given year, the student will not be eligible to win an academic prize or earn the Optimates award for that school year.

Upper School

First Offence - The student will initially receive a grade of zero per cent on the test or assignment and then must complete an alternative assignment in order to demonstrate knowledge of the material. The alternative assignment will have a maximum value of up to 50% of the original assignment. The alternative assignment will be completed at school during a weekend gating to be determined by the School Director. Parent(s) will be notified by the School Director. The student must also write a letter to the teacher (to be approved by the School Director) and to the Head of School and Deputy Principal demonstrating an understanding of the seriousness of cheating with an assurance that there will be no future academic integrity issues.

Repeated Offences - The Assistant Head of School, Academics will meet with the student and their parent(s). The student will receive a grade of zero per cent on the test or assignment and must complete an alternative assignment in order to demonstrate knowledge of the material. The alternative assignment will have a maximum value of up to 50% of the original assignment. The student will receive a one day in-school suspension to be coordinated with the Director of Guidance and the School Director. Such continued conduct may result in further disciplinary action, up to and including expulsion.

Optimates and Academic Prizes – Where a demonstrated breach of the academic integrity policy has occurred more than one time in a given year, the student will not be eligible to win an academic prize or earn the Optimates award for that school year.

Senior School

First Offence - The student will initially receive a grade of zero per cent on the test or assignment and then must complete an alternative assignment in order to demonstrate knowledge of the material. The alternative assignment will have a maximum value of up to 50% of the original assignment. The student will receive a one day in-school suspension to be coordinated with the Director of Guidance and the School Director. During the in-school suspension the student will be expected to complete the alternative assignment. Parent(s) will be notified by the School Director. The student must also write a letter to the teacher (to be approved by the School Director) and to the Head of School and Deputy Principal demonstrating an understanding of the seriousness of cheating and with an assurance that there will be no future academic integrity issues.

Repeated Offences - The Assistant Head of School, Academics, will meet with the student and their parent(s). The student will receive a grade of zero per cent on the test or assignment with no opportunity to complete an alternative assignment. The zero percent will not be removed in the calculation of the Final grade. Such continued conduct may result in further disciplinary action, up to and including expulsion.

Optimates and Academic Prizes – Where a demonstrated breach of the academic integrity policy has occurred more than one time in a given year, the student will not be eligible to win an academic prize or earn the Optimates award for that school year. For Upper and Senior School students, the frequency of infractions of the school's Academic Integrity Policy is tracked for the duration of their attendance at Appleby College.

Closing Note

The “spirit” of the law will always supersede the “letter” of the law in cases where academic integrity is called into question. The Head of School and Deputy Principal reserves the right to modify or change a response in any academic integrity case and the policy and procedure is subject to review and may be changed where circumstances warrant.

Late Work Guidelines

Deadlines for assignments are an important part of the learning experience at Appleby. In addition to teaching students how to budget and manage their time effectively, deadlines also allow teachers the opportunity to assess the development of a student's learning skills at different times and through varied assignment formats.

In all instances, it is the student's responsibility to complete tasks on time. If a student requires an extension due to school-related commitments, illness or other circumstance the student must negotiate the extension with their subject teacher. Subject teachers will support and assist students by working in collaboration with the students' form teacher and advisor to arrange for modified assignments and/or due date extensions.

If a student has not negotiated an extension and an assignment deadline is missed, homework is incomplete or a class test is missed, the following actions will be taken:

Middle School

A Middle School student who does not have an assignment or homework completed by the due date will be required to complete the work as soon as possible. The subject teacher will notify the student's form teacher within 24 hours of the missed deadline as well as the student's parent/guardian and the Director of the Middle School (if necessary).

If a student's homework is incomplete, an assignment is not completed, the student will be required to attend the Learning Hub after school to receive the support that they need to complete this work.

Upper School

Missed Academic Deadline: An Upper School student who does not have an assignment completed by the due date will be required to attend the Learning Hub after school to receive the support that they need to complete this work.

Learning Hub appointments take precedence over any co-curricular commitments except in the event of a scheduled athletic game or arts performance. In this case, the Learning Hub appointment may be deferred to the next day. However, a student may only defer this appointment once during the week; therefore, if the student has another game the day of the deferred appointment or the student is assigned a second Learning Hub support appointment during that week and there is also a game that day, the support appointment takes precedence.

Students are expected to submit the in-completed work at the end of the Learning Hub appointment. If the work is not submitted the subject teacher will deduct a late mark of up to 10% from the student's grade.

At the end of each reporting period if there is still in-completed work then the teacher will report this to the Department Head, Upper School Director, Advisor as well as notifying parents and the student will receive a 0% for this work.

Unverified Absence from Class: Upper School students with unverified absences from class will be required to serve a weekend gating for this behavioral infraction, and they may not represent Appleby in any capacity for that day.

Missed Test or In-Class Evaluation: An Upper School student who misses a test or in-class evaluation due to an unverified absence from class will be required to meet with the subject teacher and the Director of the Upper School to discuss the incident. Parents will be notified. The student will be permitted to take the test but with a 10% academic penalty and a behavioural consequence as determined by the School Director – typically it is a

weekend gating. The test or in-class evaluation will be written at the first available opportunity as determined by the subject teacher. If the student does not follow this schedule, they will receive a mark of 0%.

Homework Policies: Homework policies will be determined within each Department and must be clearly outlined for students at the beginning of the year and on each Course Information Sheet posted in BBK12.

Senior School

Missed Academic Deadline: A Senior School student who does not have an assignment completed by the due date will be required to attend the Learning Hub after school to receive the support that they need to complete this work.

Learning Hub appointments take precedence over any co-curricular commitments except in the event of a scheduled athletic game or arts performance. In this case, the Learning Hub appointment may be deferred to the next day. However, a student may only defer this appointment once during the week; therefore, if the student has another game the day of the deferred appointment or the student is assigned a second Learning Hub support appointment during that week and there is also a game that day, the support appointment takes precedence.

Students are expected to submit the in-completed work at the end of the Learning Hub appointment. If the work is not submitted the subject teacher will deduct a late mark of up to 10% from the student's grade.

At the end of each reporting period if there is still in-completed work then the teacher will report this to the Department Head, Senior School Director, Advisor as well as notifying parents and the student will receive a 0% for this work.

Unverified Absence from Class: Senior School students with unverified absences from class will be required to serve a weekend gating for this behavioral infraction, and they may not represent Appleby in any capacity for that day.

Missed Test or In-Class Evaluation: A Senior School student who misses a test or in-class evaluation due to an unverified absence from class will be required to meet with the subject teacher and the Director of the Senior School to discuss the incident. Parents will be notified. The student will be permitted to take the test but with a 10% academic penalty and a behavioural consequence as determined by the School Director – typically it is a weekend gating. The test or in-class evaluation will be written at the first available opportunity as determined by the subject teacher. If the student does not follow this schedule, they will receive a mark of 0%.

Homework Policies: Homework policies will be determined within each Department and must be clearly outlined for students at the beginning of the year and on each Course Information Sheet posted in BBK12.

Mutual Respect Policy

Appleby recognizes that to achieve its vision, the environment it provides must be one which demonstrates respect, dignity, equity and safety for all members of the Appleby community. Appleby promotes responsibility, respect, civility and academic excellence in a safe learning and teaching environment. All members of the Appleby community have the right to be safe, and feel safe, in the school. Any form of discrimination or harassment is prohibited. The school commits to timely investigations that are thorough, objective and fair to all affected parties. Every person has the right to report an incident or suspected incident without fear of reprisal.

Appleby's faculty and administration have a special responsibility in this area — not only must their own conduct be above reproach, but they are in a position to observe and identify possible instances of discrimination, harassment and bullying. All complaints will be treated with discretion and respect for the individuals involved; anonymous

complaints will be logged/monitored. All relevant documentation will be maintained in strict confidence, subject to the school's ability to conduct a full and thorough investigation. Any allegation of discrimination, harassment or bullying will be dealt with in accordance with Appleby's procedures and will meet or exceed the applicable standards set out in relevant legislation, including the *Child and Family Services Act*, *Ontario Human Rights Code* and *Ontario College of Teachers Act, 1996*.

Purpose of the Policy

The purpose of the Mutual Respect Policy is to maintain a working and learning environment free from acts of harassment. This policy is a clear statement of the school's commitment and determination to act promptly against any incident of harassment and to create an environment where harassment will not be tolerated. The objectives of the Policy are to:

- demonstrate and promote the commitment of Appleby to protect the dignity and rights of its students, volunteers and employees;
- alert and educate students, volunteers and employees and all of the Appleby community to the fact that harassment is prohibited under the laws of the Province of Ontario;
- take immediate action and provide confidential, impartial and effective procedures to resolve complaints in ways that respect the rights of all parties;
- provide appropriate remedies to complainants in recognition of the impact of harassment;
- identify various roles and responsibilities for the maintenance of a harassment-free environment; ~~and~~/or
- provide appropriate responses and consequences where harassment has occurred.

Discrimination

Discrimination refers to unfair or prejudicial treatment of individuals or groups on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, age, sex, sexual orientation, identity, marital status, family status, socioeconomic status or ability as set out in the *Ontario Human Rights Code*. Discrimination, whether intentional or unintentional, has the effect of preventing or limiting access to opportunities, benefits, or advantages that are available to other members of society.

Harassment

Harassment is a form of discrimination and is against the law. Harassment is defined in the *Human Rights Code* as "engaging in a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome."

Harassment may be physical (e.g., pushing or other unwelcome contact), verbal (e.g., threats or insults), written or visual (e.g., graffiti or display of offensive and hurtful materials designed to exclude or marginalize their target) and may include use of the Internet. Harassment does not necessarily need to target a specific student or individual. A single act or expression can constitute harassment, for example, if it is a serious violation.

Harassment can manifest itself in many ways. Types of behaviour which constitute harassment include, but are not limited to:

- non-consensual physical or sexual contact;
- jokes or hostile comments relating to race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, age, sex, sexual orientation, identity, marital status, family status, socioeconomic status or ability;
- physical or verbal teasing;
- display or passing around of sexist, racist or derogatory pictures, materials or graffiti;
- intimidation, offensive remarks, belittling and threatening behaviour;

- leering (suggestive staring), obscene and/or offensive gestures;
- inquiries or comments about a person's identity and/or sexual orientation;
- practical jokes which cause awkwardness or embarrassment, endanger safety or negatively affect others;
- hazing; and/or
- derogatory nicknames.

Allegations of discrimination and/or harassment will be investigated by Appleby Mutual Respect Facilitators who are trained for this role in accordance with the procedures.

Bullying

Bullying means aggressive and typically repeated behaviour by a pupil where:

- (a) the behaviour is intended by a pupil to have the effect of, or the pupil ought to know that the behaviour would be likely to have the effect of,
 - (i) causing harm, fear or distress to another individual, including physical, psychological, social or academic harm, harm to the individual's reputation or harm to the individual's property, or
 - (ii) creating a negative environment at a school for another individual, and
- (b) the behaviour occurs in a context where there is a real or perceived power imbalance between the pupil and the individual based on factors such as discrimination because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, age, sex, sexual orientation, identity, marital status, family status, socioeconomic status or ability.

This behaviour includes the use of any physical, verbal, electronic, written or other means.

Cyberbullying means bullying by electronic means, including,

- (a) creating a web page or a blog in which the creator assumes the identity of another person;
- (b) impersonating another person as the author of content or messages posted on the internet; and
- (c) communicating material electronically to more than one individual or posting material on a website that may be accessed by one or more individuals.
- (d) communicating material electronically to more than one individual or posting material on a website that may be accessed by one or more individuals.

Appleby recognizes that bullying:

- adversely affects students' ability to learn;
- adversely affects healthy relationships and the school climate;
- adversely affects a school's ability to educate its students;
- will not be accepted on school property, at school-related activities, on school buses, or in any other circumstances (e.g., online) where engaging in bullying will have a negative impact on the school climate.

Students may attain or maintain power over others in the school through real or perceived differences. Some areas of difference may be race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, age, sex, sexual orientation, identity, marital status, family status, socioeconomic status or ability. Bullying is a dynamic of

unhealthy interaction that can take many forms. It can be physical (e.g., hitting, pushing, tripping), verbal (e.g., name calling, mocking, or making sexist, racist, or homophobic comments), or social (e.g., excluding others from a group, spreading gossip or rumours). It may also occur through the use of technology (e.g., spreading rumours, images, or hurtful comments through the use of e-mail, cellphones, text messaging, Internet websites, or other technology).

Children who suffer prolonged victimization through bullying, as well as children who use power and aggression as bullies, may experience a range of psycho-social problems that may extend into adolescence and adulthood.

What can you do?

If you are a victim, know someone who is a victim or see behaviour which you feel may be discrimination, harassment or bullying:

- if it is safe to do so, tell the person to stop;
- write down what happened; include names, how often it has happened, time, date, location, any witnesses, who else you have told and if you know of anyone else who may have experienced similar conduct; and
- if you are a student, talk with an Appleby Mutual Respect Facilitator to determine the appropriate next step.
- if you are unsure if what you witnessed and/or experienced is considered discrimination, harassment or bullying or if you are not comfortable telling the person to stop, talk with an Appleby Mutual Respect Facilitator. Once being made aware of an offense; Appleby Mutual Respect Facilitators will deal with the complaint in a timely and thorough manner.
- for any reason, if you do not wish to go to a designated Appleby Mutual Respect Facilitator, report the incident to an adult you trust, either at home or at the school.

The Role of an Appleby Mutual Respect Facilitator

Appleby has trained Mutual Respect Facilitators who will be listed in the [BBK12 Employee Directory](#). A Mutual Respect Facilitator will:

- explain the options available to you;
- provide support and help you talk with the person involved if you wish to do so;
- arrange for a mediated discussion to resolve the issue;
- help you make a formal complaint;
- provide access to counselling and/or other support as needed; and
- advise students of their right to inform parent(s)/guardian and/or legal counsel.

What happens when you talk to a Facilitator?

The Facilitator will listen to your concerns to determine with you what the appropriate next steps should be. Where necessary, steps can be taken to ensure the safety and protection of yourself and others. You may decide you wish to talk to the individual(s) involved on your own; or if all parties agree, the Facilitator can arrange to mediate a discussion with you and the individual(s) involved in order to find a reasonable resolution. The Facilitator is responsible for keeping confidential documentation of discussions held and of any agreements made. Should informal resolution not be possible, you can make a formal complaint through the Facilitator. In cases of alleged harassment or bullying between an employee and student, a formal investigation will be undertaken.

What happens with a Formal Complaint?

Upon the filing of a written complaint with a Facilitator, a formal investigation will be undertaken:

- the complaint will be discussed with the respondent;
- the respondent will have the opportunity to provide a response which will be provided to the complainant;
- at least two investigators will be assigned to review the facts, conduct interviews and other appropriate means of investigation; the complainant, respondent and witnesses may each have a support person of their choosing (who is not involved in the complaint or investigation) present during any interviews;
- results of the investigation, including recommendations, will be documented and a copy will be provided to all parties involved;
- Facilitators have the option of consulting with a School Director during the investigation; and the Principal or designate will prepare a written decision outlining the findings and disciplinary or other actions to be taken.

Consequences

The intent of discipline is to teach and to guide. Consequences will vary according to the individual and circumstance. Consequences may include, but are not limited to:

- removal from a school activity or program;
- removal from class for a period of time;
- formal suspension from school for one or more days; and / or
- expulsion from school.

In these instances, conditions to return to school will be discussed with parents and students in accordance with school policy.

Timelines

All complaints must be reported within six months of the most recent alleged harassing behaviour. Permission to proceed with an issue outside this timeline may be obtained in consultation with the Principal.

Frivolous or Vexatious Complaints

Appleby does not condone frivolous or vexatious complaints. If it is determined as a result of an investigation that a complaint was made maliciously with intent to harm or made in bad faith, formal disciplinary action will be taken against the complainant.

Confidentiality and Notification of Parent(s)

Facilitators will, at the informal stage, treat information in confidence. At the mediated discussion stage, both parties to the complaint are aware of the information; information is confidential subject to the school's need to protect parties involved and to ensure a full and thorough investigation. Where appropriate, parent(s) of students will be notified as soon as possible.

At the formal investigation stage, individuals other than the parties involved may need to be interviewed. Parent(s) of students will be notified in all cases requiring formal investigation. Incidents of discrimination, harassment and bullying will be investigated according to Appleby's procedures by the School Director. In cases of serious bullying and/or violence, the law requires reporting to appropriate external authorities who will conduct an investigation and guide the appropriate actions. In such cases, the Facilitator, Headmaster and/or designate will co-operate with the authorities.

Attendance Policy

Students attending Appleby are expected to be in school for all academic classes and cocurricular school commitments. The school tracks attendance records for each component of the program. The Ministry of Education mandates that an academic credit includes 110 hours of classroom instruction. If a student misses a significant part of the program, they may not be eligible to obtain credit for academic or co- curricular commitments required in the Appleby College and Ontario Secondary School Diploma. While there may be circumstances due to medical or exceptional reasons that a student may miss class in addition to school related events and activities, the school reserves the right to withhold a credit in any course where more than 15% of the class time has been missed for non-school related reasons. In these cases, the school will award the final mark and credit upon satisfactory completion of the additional class time and work. This additional class time will need to be arranged by the family through an educational centre which is acceptable to Appleby.

Absences

Reason for Absence	Length of absence	Who follows up/approves and notifies attendance	Who is Informed?
Non-school related	2 days or less	Advisor	School Director, Attendance, for boarders – house faculty
Non-school related	3 days or more	School Director (academic plan may be implemented depending on reason)	Advisor lets parents, child and Attendance know cc: Assistant Head of School, Academics & Director, Academic Administration, for boarders – house faculty
Academic/ School Related Absence (SRA)	2 days or more	Program Directors in consultation with School Director & Guidance	School Director, Assistant Head of School, Academics, Guidance & Advisor (academic plan may be implemented to support); for SRA absences – teacher managing trip to notify attendance of dates, for boarders – house faculty
Medical	Any length	Health Center	Advisor, School Director, Guidance, Attendance, for boarders – house faculty

Formally, there are two types of absence: approved and unapproved. Approved absences are for medical reasons and for other reasons that are acceptable to the school; unapproved absences are for reasons that are unacceptable to the school, such as early departure and late return, as well as blocks of time for holidays during term. All requests for approval of any absence of two school days or less, need to be initiated by the parent/guardian to the student's advisor. Parents of students who are absent for medical reasons must notify attendance. In the event of confidential medical reasons, parents and students may contact the Health Centre to notify them of absences.

Students requesting to be absent from school for more than 2 consecutive days for other than medical reasons must get permission from the Assistant Head of School, Academics:

1. The student's parent or guardian will send a note to the School Director, Advisor, and Assistant Head of School, Academics explaining the reason for the absence from school.
2. Students will contact their teachers and copy their advisor and parents/guardian to develop an academic plan.

Requests for absences should be communicated at least one week in advance of the expected absence.

Absence from Assessments/Exams

Unless for exceptional reasons (such as medical), students will not be permitted to write examinations or major assessments outside the scheduled time for each individual examination/assessment. Students who fail to write an examination will receive a grade of zero per cent, and the student's promotion to the next grade will be discussed at the end-of-year Promotions Committee meeting.

Absence for Medical issues

Students, including boarders, who experience any kind of discomfort, distress or illness that prevents them from attending class or an activity, must go to the Health Centre. Failure to do so will result in a gating or relevant disciplinary action. Parent(s) will be notified when a student is signed into the Health Centre, if that student needs to go home.

Late Arrivals and Leaving During the Day

If students arrive late to school, they are to sign in using the *Sign In App* at Main Reception and then proceed to class. Parents who are picking children up for an appointment during the school day (including co-curricular times) or have granted their children permission to leave for other reasons, must notify the school. Students under the age of 18 years are not permitted to sign out with the explicit permission of their parent/guardian. This permission should be noted by the parent to the school via an email to attendance@appleby.on.ca or by calling the school's attendance line at 905-845-4681 ext. 0. Any boarding students who are leaving campus must obtain permission from their house director and sign out via the *REACH* system. Students are not permitted off campus during the school day without proper permission and must be released to the care of a parent/guardian.

Dress Code

Up until the Thanksgiving long weekend, students will have the option to wear the first dress uniform, or the white Appleby crested polo shirt with or without the Appleby $\frac{1}{4}$ zip crested sweater as a warmer weather uniform. Following the Thanksgiving long weekend, and until the May long weekend, students are required to wear the first dress uniform. Following the May long weekend, students again may choose to wear the warmer weather uniform.

First Dress

- Navy blue single-breasted school blazer with the Appleby crest permanently affixed
- Colours recipients may wear the Colours blazer.
- Solid white or solid light blue dress shirt
- School Tie: New students receive a tie on Opening Day and do not need to purchase one prior to the start of school. Ties from Round Square exchange schools can be worn upon return from exchange for one reporting period
- Pressed dark grey dress pants
- Appleby tartan kilt – no shorter than 7 cm (2.5 inches) above the knee. Students will be asked to change from kilts shorter than 7 cm above the knee into their slacks. Students not wearing tights must wear boxer or biking shorts under their kilt.
- Socks with pants: appropriate dress socks – no white socks

- Socks with kilts: navy blue kilt socks or plain navy blue opaque tights (no patterns, no sheer nylons)
- Black Low-cut and low-heel footwear (low cut black boots may be worn from the November long weekend until March Break)
- Practical black winter boots may be worn only when there is snow or ice on school walkways. Students should have their shoes in their locker and be prepared to wear them if the sidewalks are clear.
- No sweatshirts, turtlenecks or hooded tops of any style
- Appleby logo athletic, house, spirit or grad apparel is not permitted with the school uniform
- No sweatpants or lounge pants
- Hats and other outerwear are not permitted indoors
- Coats may be worn outdoors, but must be removed inside buildings

Middle One students may come in their Phys-ed uniform every morning and Middle Two students may come in their Phys-ed uniform on Day 2 (Tuesday, Friday and every other Wednesday). Students will change into their Appleby uniform after Phys-ed and sports occur, so they will also need to bring their uniform each day.

Appearance

Appleby College's dress code is designed to promote an environment that is both safe and conducive to learning. The school uniform is a source of pride and helps to promote equality, emphasizing the core ethical values that unite all students. Students must accept responsibility to dress tastefully within the school's guidelines, take an interest in their own appearance and wear their uniform proudly. All articles of Appleby clothing must be labelled with the student's name. A reasonably conservative, traditional haircut is required. Exaggerated haircuts, exotic styles or colours are not permitted. Students' facial hair must remain clean shaven or neatly trimmed.

Physical Education & Athletics

The Physical Education (PE) uniform must be worn in all gym classes and athletic co-curricular activities.

The athletics uniform comprises:

- Navy blue or white crested T-shirt
- Navy blue athletic crested shorts
- White athletic socks
- Proper athletic footwear (e.g., running shoes)
- Navy blue wind suit or tracksuit for outdoor activities (purchased through the College Shop)

All students representing Appleby on a competitive team are required to purchase and wear the Appleby athletic tracksuit for all home and away games.

Additional equipment will be required for specific classes throughout the year (e.g., skates, bathing suit, baseball gloves, mouth guard, winter clothing). Please consult your PE teacher for the equipment required for your specific grade. All uniform items of Appleby PE clothing are available from the College Shop. Students must have their PE uniforms for the first day of school. Boarding students who have a dance or physical education class first period may wear their PE or dance uniform to breakfast.

Athletic Equipment and Team Uniforms

All students taking part in competitive or instructional programs are required to provide their own equipment. Eye protection is mandatory for anyone using the squash courts. Mouth guards are mandatory for those playing field hockey, hockey and rugby. School-owned equipment and uniforms that are not returned two weeks after

the end of the season will be charged to the student's account at a significant mark-up by the Business Office.

Dining Hall Attire

During academic school day, students must be in full uniform unless they are in their boarding room. Dress during the supper hour is more relaxed. Casual, tasteful wear is appropriate. Students should change out of athletic and practice gear and ensure they have showered and cleaned up before coming to dinner. Outerwear, including hats, is not permitted in the Dining Hall at any time.

Laptops/Tablets in the Dining Hall

Laptops and tablets are prohibited in the Dining Hall during all lunch periods, or at any other location or time when food is being consumed. The rationale behind this includes and is not limited to, encouraging our students to develop positive social skills, positive interactions with peers, and prevent food damage to the devices.

Cell Phone Policy

Appleby students are to leave their cell phones in their bag, blazer or locker (out of sight) during classes, co-curriculars, clubs, community times/assemblies and lunches. Of course, there will be exceptions – for example, if a faculty member has given permission for a cell phone to be used for an academic purpose in class, or if a student is responsible for media creation and official posts on behalf of Appleby. The purpose behind this rule is to limit distractions from the learning experience and promote a respectful learning environment. Students will be asked to put away their phones if they are using them without permission and as always should be striving to uphold the school's core ethical values. Students who are unable to respect these parameters may have their phones delivered to the appropriate School Director and returned at the end of the day, following a conversation. Should parents need to contact their child immediately for an emergency, they are to call main reception at 905-845-4681 ext. 200 and the administration team will contact the child and have them call home.

Technology Policy

Appleby has instituted a Technology Policy. This policy provides a structure which strongly encourages students to stay on task during class time.

Teachers will be clear about their classroom policy regarding proper technology use. Students must adhere to this policy. If a student is caught by a teacher off task during class by playing video games or inappropriately using messaging/chat, the teacher may report that student to the appropriate School Director.

Substance Use/Vape Policy

Appleby protocols are designed to:

- provide preventative intervention before substance use becomes a dependent health problem;
- provide disciplinary and non-disciplinary approaches to intervention;
- require professional evaluation of a student to determine a student's level of risk and set forth recommendations for treatment when one or more of the following concerns are identified: use of a substance/vape, provision of a substance/vape to others, or a student is "in the presence of" a substance/vape; and
- provide a way for a student, parent, guardian, peer or community member to address concerns about alcohol, tobacco/vape and other drug use that does not require participation in the school's disciplinary system.

Appleby recognizes the need to provide its community with clear policies concerning substance/vape use. It remains the ultimate responsibility of the Board of Governors and the Head of School and Deputy Principal to approve policies that not only deal with infractions but also provide support for students in need of and requesting assistance.

It is the responsibility of all members of the Appleby community, including all students, parents, administration, faculty and members of the Board of Governors, to be familiar with these policies.

For the purposes of this policy:

- “Drugs” means any mind-or-mood altering substance or a facsimile of any such substance or any substance that a student believes to be a drug or represents to others as a drug, but does not include alcohol, tobacco over-the-counter drugs taken for medicinal purposes by a student or medicinal substances prescribed by a licensed medical practitioner for the use of the student concerned.
- “Substance use” means the use of drugs, alcohol or tobacco/vape.
- “Paraphernalia” means any equipment, product or material that is used for making, using, concealing drugs alcohol, tobacco/vape. Paraphernalia generally can be categorized as and will include user-specific products (pipe, rolling papers, vaporizers, vape pods, etc.) or dealer-specific products (scales, vials, baggies, etc.).

Appleby students are subject to this policy while at Appleby, while on any trip arranged by Appleby, while representing Appleby in any activity or in any circumstance in which the student has identified themselves, or should reasonably expect to be viewed, as a student representative of Appleby. Representations of drug/vape use by Appleby students, or in the presence of Appleby students, will be considered as breaches of the Substance Use/Vape Policy of the Code of Conduct. This includes representations in media of any kind.

“Referral for a substance screening” means that the student will be asked to attend a private facility chosen by Appleby and to provide samples of bodily fluids to be analyzed for indications that the student has used some or all of alcohol, drugs or tobacco/vape.

The protocol governing all substance screening is as follows: In every case, the student and their parents will be asked to consent to the substance screening and to the release of the test results by the lab to the Head of School and Deputy Principal. The Head of School and Deputy Principal will have the discretion to discuss information received with the student and their parents, will do so on request and may also make such information available to other counselling personnel who are involved in assisting the student in addressing substance use issues. Such information will be retained by the Head of School and Deputy Principal in a confidential file. If the student or the student’s parents refuse to consent, the test will not take place; however, the student will be required to withdraw from Appleby.

The protocol governing referrals pursuant to this Policy for any service in respect of which a consent to the provision of the service (including an “evaluation” of a student’s status regarding actual or potential substance use) or release of information to the school is required as follows: In every case, the student and their parent(s) will be asked to consent to the provision of the service and the release of information to the Head of School and Deputy Principal. The Head of School and Deputy Principal will have the discretion to discuss information received with the student and their parents, will do so on request and may also make such information available to other school staff who are involved in assisting the student in addressing substance use issues. Such information will be retained by the Head of School and Deputy Principal confidential files. If the student or student’s parents refuse to consent to the referral, it will not proceed; however, the student will be required to withdraw from Appleby.

A student’s family will be responsible for all costs incurred in complying with this Policy, including the costs of drug testing, evaluations and any counselling or assistance rendered to a student pursuant to this Policy.

Parent/Student Role

Parents have the primary responsibility for the education, discipline and counselling of their children. Attendance at Appleby is a privilege, not a right; parents and students must therefore accept their responsibility to comply with all Appleby policies. Drugs are illegal, as is the underage possession and use of alcohol and the underage use of tobacco/vape in a public place. The possession or use of drugs, alcohol or tobacco/vape interferes with the constructive development of students. Ontario law prohibits the sale or supply of tobacco/vape to a person who is less than 19 years of age. In addition, it is illegal to smoke tobacco/vape or hold lighted tobacco in a number of specified public places, including an Ontario school.

Ontario law prohibits anyone under 19 years of age from having, consuming, purchasing, attempting to purchase or otherwise obtaining liquor, except in a home or private place and then only if the alcohol has been provided by that person's parent, guardian or lawful custodian. Parents who provide or facilitate alcohol consumption by students other than their own child can be charged under the Criminal Code, face possible civil action and consequences from the school if they are a member of the Appleby community.

Appleby expects all students to comply with the law, including laws relating to drugs, alcohol and tobacco/vape. Students, parents and all other members of the Appleby community should not tolerate the provision or use of drugs, alcohol or tobacco/vape to or by students or any activities intended to facilitate such provision or use. Parents should be aware that they or their children may be subject to criminal or civil liability in connection with the provision or use of drugs or alcohol.

School Role

- *Communication:* Students, parents, faculty and administration will be informed of the Policy through one or more of Appleby's publications, including this Code of Conduct.
- *Education:* Information will be provided primarily through the curriculum, external resources (including appropriate speakers) and student-driven initiatives.
- *Training:* A protocol has been developed and training will be provided for faculty and administration with a view to ensuring consistency in dealing with substance use issues.
- *Identification and Intervention:* Appleby will attempt to assist and support a student who is involved in substance use.
- *Counselling:* Internal and external counselling resources will be identified and publicized. Any faculty member approached by a student for assistance concerning drug, alcohol or tobacco/vape issues must consult with Appleby's health professionals, and/or school counsellors while maintaining (should the student so request) the student's anonymity. The school has developed a comprehensive program that includes educational, treatment and disciplinary components.

Substance Protocol

Students of Appleby will not use, possess, procure or provide drugs, alcohol or vape paraphernalia or facilitate in any way the use, possession, procurement or provision of drugs, alcohol or vape paraphernalia. If the school has reasonable grounds to believe that any student has committed a criminal or quasi-criminal offence in relation to drugs or alcohol or vape, it will so advise the police and will co-operate fully with any resulting investigation.

A student who breaches this rule is subject to disciplinary action, including possible suspension or expulsion, at the Head of School and Deputy Principal's discretion. In every case the penalty imposed will be adjusted to fit all relevant circumstances including the nature of the breach, the student's willingness to co-operate with rehabilitative and preventive measures and the student's general pattern of conduct including prior breaches of school policy,

particularly this Policy. In general, breaches that involve providing or procuring drugs, alcohol or vape paraphernalia for others or attempting to do so or repeated breaches of the Policy will result in the expulsion of the student.

If a student is found to have breached this Protocol, they will be referred to the Head of School and Deputy Principal or a designate, and will, in addition to any other disciplinary measures imposed by the Head of School and Deputy Principal, be subject to some or all of the following measures:

- parents will be contacted;
- immediate suspension for a minimum of five days, if the breach involves the student's own use, possession, procurement or possession of drugs, alcohol and/or vape;
- immediate expulsion if the breach involves the student's provision of drugs, alcohol or vape to others or the possession of drugs, alcohol and/or vape for the purpose of providing them to others or assisting others to procure drugs, alcohol or vape;
- a Serious Incident Report will be completed and submitted to the Head of School and Deputy Principal who will retain it in a confidential file; and
- the Appleby Care Team (ACT) will be informed.

The student will be assigned to the School Director and will be subject to some or all of the following measures:

- immediate referral for substance screening;
- referral for random substance screening (for six months from the date of the first substance screening or until the student leaves the school, whichever occurs first);
- undertake in writing to become substance-free within 40 days and to honour that undertaking;
- referral for appropriate professional evaluation;
- referral for individual and/or group counselling, as recommended in their assessment, and follow other measures recommended in the assessment; and/or
- any other rehabilitative or disciplinary measures that the school decides are reasonable and desirable to assist the student in addressing substance use issues or to facilitate the maintenance of a drug, alcohol and vape free environment at Appleby or that otherwise serve the purposes of this Policy.

The School Director will report to the Head of School and Deputy Principal on the student's progress. Any failure to co-operate with the measures prescribed by the School Director or Head of School and Deputy Principal may give rise to further disciplinary measures, up to and including possible suspension or expulsion.

Random Substance Screening

Random substance screening will take place for six months from the date of the first substance screening or until the student leaves the school. The testing schedule will be at the discretion of the School Director. Students should anticipate that random screening will occur at least twice each month at a minimum, may occur on sequential days and is likely to occur after school or student social events. Students involved in the random screening are required to complete their screening on the day requested.

Students In the Presence of Others Who Are Using Drugs, Alcohol or Vape

Students are obligated to promptly remove themselves from the presence of others who are using drugs, alcohol or vape. A student who does so will not be subject to disciplinary action for being in the presence of drugs, alcohol or vape.

A student must seek adult assistance immediately if they are in the presence or aware of another student who: needs medical assistance because of substance use; and/or appears to be intoxicated and likely to engage in

conduct that imposes a risk of harm to the student or others (for example, driving an automobile while intoxicated).

Any student who seeks adult assistance in such circumstances will not be subject to discipline under this Policy in connection with the drug or alcohol use giving rise to the request for assistance. Students who are found to be “in the presence of” drugs, alcohol or vape in circumstances from which they could not reasonably have been expected to promptly remove themselves (for example, on a bus trip that the student undertook without knowing that others on the trip had drugs, alcohol or vape with them) are not subject to discipline under this Policy.

Aside from the exceptions set out above, a student who is found to be “in the presence of” drugs, alcohol or vape will be subject to the following protocol:

- parent(s) will be contacted;
- immediate suspension for three days;
- a Serious Incident Report will be completed and submitted to the Head of School and Deputy Principal
- the Appleby Care Team (ACT) will be informed.

A student who is assessed to be at risk and/or tests positive for drug, alcohol or vape use will remain under the direction of the School Director and will, at the School Director’s discretion, be subject to some or all of the following measures:

- referral for random substance screening (for six school months from the date of the first substance screening or until the student leaves the school, whichever occurs first);
- undertake in writing to become substance-free within 40 days and to honour that undertaking;
- referral for individual and/or group counselling as recommended in their assessment, and follow other measures recommended in their assessment; and/or
- any other rehabilitative or disciplinary measures that the School decides are reasonable and desirable to assist the student in addressing substance use issues or to facilitate the maintenance of a substance free environment at Appleby or that otherwise serve the purposes of this Policy.

The School Director will report to the Head of School and Deputy Principal on the student’s progress. Any failure to co- operate with the measures prescribed by the School Director may give rise to further disciplinary measures, up to and including possible suspension or expulsion.

Non-Disciplinary Resources

Students who wish to receive information support or counselling regarding substance use have several options at Appleby. The resources are available to students who wish to discuss concerns about themselves or wish to share concerns about peers.

The following options are available to students outside the discipline system:

- Speak with a faculty member. Students may choose to confer with a teacher, House faculty member, advisor or coach. The faculty member can listen and make recommendations about the available school resources.
- Speak with the Health Centre employees or a School Counsellor. Students may visit the Health Centre or Guidance Centre to ask for information, to make an appointment to speak with one of the employees or professionals, or to ask for a referral to a professional in the local community.
 - Speak with a peer counsellor.
 - Self or employee referral to the Appleby Care Team (ACT). ACT is a team of professionals who

provide all students referred to them with non-disciplinary assistance in addressing substance use concerns.

- Participate in a counselling and/or substance screening, the cost of which will initially be covered by the school.

Tobacco/Vape Protocol

Students of Appleby will not use, possess, procure or provide tobacco/vape, in any form, or facilitate in any way the use, possession, procurement or provision of tobacco/vape, in any form.

First Offence:

- the student will be required to meet with the School Director; the student will be assigned:
- *boarders* – one full week with no campus leave, in-boarding restriction for all evenings, including Friday, Saturday and Sunday evening
- *day students* – two consecutive Saturdays of on-campus community service,

In addition to any campus-based resources for smoking cessation, the student will also be given a list of outside services and resources.

Second and Subsequent Offences:

- the student will be required to meet with the School Director; the student will be assigned:
- *boarders* – one full week with no campus leave, in-boarding restriction for all evenings, including Friday, Saturday and Sunday evening, plus one Saturday and Sunday of on-campus gating
- *day students* – two consecutive Saturdays of on-campus gating; plus, one Sunday on-campus gating
- in addition to any campus-based resources for smoking cessation, the student will also be given a list of outside services and resources.

Gatings for Substance Use Policy infractions will take priority over co-curricular commitments.

Fire Safety Policy

The lighting of substances is a significant safety concern for the Appleby community. Candles and incense are not permitted in any boarding house. This includes lighting and burning as well as possession.

Any student required to light or burn candles or incense based on religious grounds must seek and receive prior written permission from their House Faculty.

Smoking/vaping of any substance is not permitted inside, on, or within 10 metres of any building at Appleby College.

Expulsion from Appleby College may occur in extreme cases, where the action has endangered the safety and security of themselves or another individual(s); and/or compromises personal or school property; and/or breaks the law.

Technology: Acceptable Use Policy

Appleby has actively pursued making advanced technology and increased access to learning opportunities available to students. Appleby considers access to computer resources to be a privilege granted on the condition that each member of the Appleby community uses these resources responsibly and in accordance with ethical, legal and

Appleby standards. These resources are the property of Appleby and Appleby reserves the right to take measures to protect those resources.

This Acceptable Use Policy (the “Policy”) is intended to help enhance the use of Appleby’s technology, including all computers, systems, database/records systems, networks, software and communications systems, including e-mail, voice-mail, fax transmissions and use of and access to the Internet (collectively, the “System”) by setting out conditions for acceptable use of the System. This Policy applies to and must be adhered to by each student of Appleby that has access to the System (the “User”). This Policy is in addition to any other procedures, practices and guidelines applicable to Users.

Appleby offers the System with the recognition that access to and use of the System includes some risks. While the Internet provides access to many excellent sources of information that are useful to the curriculum, it also provides access to sources of information that are inaccurate, inappropriate or offensive. There is also the potential that illegal acts may be committed on the Internet. It is impossible for Appleby to guarantee that no student will ever access such sources, either deliberately or inadvertently.

This Policy should not be regarded as all-inclusive. The absence of a specific statement prohibiting a certain activity does not mean the activity is acceptable. Any activity or use not specified in this Policy that is contrary to ethical, legal or Appleby standards is prohibited. If in doubt about the appropriateness of any use or activity, Users must consult with the Appleby Technology Office prior to engaging in such use or activity.

Use of the System

Students are expected to familiarize themselves with this Policy. Access to the System is conditional upon the User’s agreement to comply with the terms of this Policy. Use of the System constitutes a User’s acceptance of the terms of this Policy.

Students should have no expectation of privacy when using the school’s System.

Students should use the System in a way that will not disrupt its use by others and that does not involve improper use. Use may be monitored, and protective software/measures are in place, however, it remains the student’s obligation to ensure that all use is appropriate, does not adversely impact on anyone else’s use and is in compliance with this Policy.

Examples of acts inconsistent with the Policy include, but are not limited to:

- using the System to create, process, distribute, access, download, store, send or receive illegal, offensive, pornographic, defamatory, abusive, obscene, profane, sexually-oriented, threatening, racially offensive or other inappropriate materials (this includes posting or distributing materials on personal web pages, commercial websites, e.g. www.ratemyteachers.com, social network sites, e.g. www.facebook.com, instagram.com, youtube.com, and similar sites);
- violating the System security, the terms of any software license agreement or anyone’s privacy; using the System to impede or disrupt computing activities of others, including distributing unsolicited advertising or chain or pyramid letters, or mail bombing, phoning or message broadcasting after a recipient has requested that they stop;
- using, without permission, computer accounts or network identification numbers (IP addresses) assigned to others;
- Installing personal VPN (virtual private network) software to counter core Appleby security measures and services. If users feel that they need VPN-like requirements, they must consult the Appleby technology team, prior to installing any such software.

- destroying or damaging equipment, software or data belonging to Appleby or others;
- using the System in a manner that harasses others. This includes posting of images or e-mail messages/text messages/chat that cause discomfort to others. The display of images, sounds or messages on the system in a public area which causes discomfort to others who share that area is also prohibited. Users shall assume that their electronic correspondence, including instant messaging, is the legal equivalent of publicly spoken or written words;
- seeking information about, browse, obtain copies of, modify, lock or hide files, documents or passwords belonging to others for any reason, whether at the school or elsewhere, unless specifically authorized to do so by those individuals;
- disrupting electronic communications or monitor them without authorization;
- posting messages and attributing them to another user or otherwise misrepresenting one's identity online;
- copying copyrighted material without permission or install any software for which the User or Appleby does not own a license.

Users shall:

- use the System in a way that will not disrupt its use by others;
- limit their use of the System, including to access the Internet, to topics and websites that are appropriate and not otherwise contrary to this Policy;
- log out properly;
- seek prior approval to download or print any large files; and
- report messages relating to or in support of any use contrary to this Policy in accordance with the Reporting Violations section below.

System Security

Reasonable efforts must be made by all Users to preserve the System's overall security. This includes maintaining an updated, proper and secure password. Passwords should be changed often and should never be shared. A forgotten password or unauthorized use of a password should be reported to Appleby Technology personnel at once. Attempts to access or accessing information, files or System areas beyond the level of security that a User had been granted will be considered theft. If Users encounter or observe a gap in the security of the System, they must report it to the Appleby Technology Office. Users must not exploit or attempt to exploit any such gaps in the security of the System.

Viruses

Viruses are unauthorized computer programs that may destroy or damage computer files on an infected computer. Users should be aware that a virus may be located in any file or disk/usb obtained from a third party. (This is one reason users must obtain permission from Appleby Technology personnel before loading any software onto the System. If users have any doubts or concerns about a file they plan to load onto the System, they must obtain the permission of Appleby Technology personnel before loading the file.)

System Monitoring

Appleby supports the free flow of information and ideas over the Internet but will periodically monitor the use of the System. Users acknowledge that they do not have a reasonable expectation of privacy with regard to their use of the System, even when this use is restricted to school-related activities and the information is stored on its computers or network.

Appleby may cooperate with legal authorities and/or third parties in the investigation of any suspected or alleged crime or civil wrong. Appleby may also on occasion access, read, copy, reproduce, print, retain, move, store, destroy and/or disclose information, including files, messages, documents, stored in or sent over the System. These situations may include, but are not limited to:

- (a) in the course of regular maintenance of the system;
 - (b) in the event of a request for documents as part of legal proceedings; and
- where Appleby has reason to believe that the System is being used in violation of this Policy or otherwise contrary to the Code of Conduct. Violations of the Policy**

The school's discretion in identifying an appropriate discipline response, the student's intention to commit an act contrary to or prohibited by this Policy, or to do an act required by this Policy, and the degree to which such an act was committed will be instrumental in determining the consequences of such an act.

In addition to being a violation of Appleby's rules, certain computer misconduct is prohibited under Canadian law. In addition, Users may be held responsible for misuse which occurs by allowing their account to be accessed by a third party. Sanctions Appleby may take any one or more of the following actions in response to violation of this Policy:

- issue written or verbal warnings;
- suspend the User's account;
- terminate the User's account;
- suspend or expel the User from Appleby; and/or
- bring legal action to enjoin violations and/or to collect damages, if any, caused by such violation.

Reporting Violations of this Policy

Anyone who believes that there has been a violation of this Policy should direct the information to the Appleby Technology Office. If available, they should provide the following information:

- the IP address used to commit the alleged violation;
- the date and time of the alleged violation; and
- evidence of the alleged violation.

Cars / Driving Policy

The roads around the campus are one-way. Parents enter through the main school gates, drop students off in front of the Nicholas Arts Centre and exit. A speed limit of 15 km/h must be observed at all times. The Town of Oakville has designated all roads within the campus as Fire Routes. Parking is restricted to official parking areas. Offending cars may be ticketed and/or towed by the Town, not Appleby. On extraordinary occasions of an exceptional nature, Senior students may apply at three designated times in the academic year (September, December, and March) to the Director, Senior School and Head of School and Deputy Principal for permission to have a car on campus. The use of the car is restricted to the stated justification for permission. Boarding (house) Directors will hold, and issue car keys as required. Parking for students is restricted to the area designated by the Director, Senior School. Parents are requested to observe this rule by not allowing their child to bring cars to school or park in the school's vicinity.

The car policy applies to all students during the times the school is responsible for them. For boarders, that is at all times between Sunday evening return time and sign-out time following their last school commitment on the weekend. For day students it is from their departure to school until their return home after their last school commitment.

Violation of any of the above rules will result in loss of the vehicle permission regardless of the student's need and a three day suspension. Any second violation will result in a five day suspension. Subsequent violations will result in expulsion.

A student riding in another student's car is in violation of the car policy and can expect a one-day suspension. On weekends, students may not transport other students onto campus. Students signing out from boarding for short periods during the week continue to be the responsibility of the school and as such may not drive or ride in cars unless they have received permission from the Director, Senior School. Under no circumstances are students without permission to have a car on campus allowed to drive during school hours unless the parent is in the car. Students who do not comply with this will be subject to the same disciplinary consequences as those students who abuse their permission.

Food Delivery Policy

Food deliveries for students are not permitted to campus during the academic week – Monday to Friday. This includes (and is not limited to) food delivery services such as Uber Eats, Skip the Dishes, and DoorDash. Ordering food presents a safety concern with unknown adult contacts. It can also disrupt students' learning and attendance. Additionally, ordering food does not support the school's goals around sustainability and regeneration, adding waste and adding to our carbon footprint as a community. Sodexo offers a wide range of healthy meals and snacks throughout the school day, and students may purchase additional snacks from the College Shop. As a school, we will explore offering additional food and beverages on campus to accommodate students' dietary preferences. If students have questions about this change, they can speak to their School Director or a Sustainability and Regeneration Director.

The policies and procedures contained in the Code of Conduct are subject to review and may be changed or amended from time-to-time.