

KING DAVID SCHOOLS/SABJE CONDUCT POLICY AND BEHAVIOURAL STANDARDS STAFF AGREEMENT (August 2015)

To achieve the goal of establishing a safe environment, all King David Schools and SABJE employees are expected to adhere to the School Conduct Policy and Behavioural Standards.

School Conduct Policy

The King David Schools and SABJE are committed to providing a safe and appropriate environment for all students and school employees. Parents entrust their children to our schools. All students are taught to respect and trust their teachers, administrators and all school personnel (educational, clerical and custodial). Our schools strive to establish a safe environment for every child's physical, emotional and spiritual well-being.

This policy details a broad outline of proper staff, student/student interaction and behaviour. Because our school is an example of role modelling in the community, these standards encompass conduct inside and outside our school during school hours, after-school activities and/or all private interaction with students.

The King David Schools/SABJE Sexual Abuse Policy and Behavioural Standards place a special emphasis on unwanted touch and exerting any form of verbal, physical or inappropriate psychological influence or control on students and/or staff. Any violation of these guidelines will not be tolerated. In keeping with its commitment to maintain a safe environment, our school will conduct a thorough investigation, report such violations when legally mandated to appropriate authorities and take necessary measures to counsel or remove individuals who violate these principles.



Any concerns, suspicions or allegations of abuse, harassment or violation of behavioural standards should be promptly discussed with or reported to your head of school or manager or HR.

BEHAVIOURAL STANDARDS

While the overwhelming majority of interactions between administration, staff and students fall well within the range of normal healthy relationships, certain behaviour should be regarded as incompatible with goals and standards of the King David Schools/SABJE and therefore are always prohibited as outlined below:

- Teachers/staff may not be alone with child/children in an area that potentially cannot be seen or observed by other faculty members or adults.
- Teachers/staff may not be in a locked classroom alone with a student.
- Doors equipped with windows to permit external viewing of the classroom must remain unobstructed at all times.
- Physical force may never be used other than to safeguard against immediate physical danger.
- Unwelcome physical contact, such as massaging, patting, pinching, punching and physical assault or any other inappropriate touching is prohibited.
- Teachers/staff must refrain from denigrating students publicly or privately or from attempts to control or manipulate students through psychological means.
- Teachers/staff may never forbid students to share conversations or information with parents or administration, nor instruct students to “keep secrets” from their parents.
- Teachers/staff must refrain from sexual attention towards others in the form of remarks, jokes or innuendo about a person’s body or clothing, including threats of such behaviour.
- Teachers/staff shall not display nor distribute any demeaning suggestive or pornographic material.
- There can be no indirect or explicit invitations to engage in inappropriate or suggestive activities which may or may not include a promise to reward for complying, or a threat of reprisal for not complying.



- All of the above identified behavioural standards apply whether in person, on the telephone and/or with any internet communication, including but not exclusive of Instant Messaging, websites, text messaging, email or chat rooms.
- All of the above identified behavioural standards apply to student/ student interaction when under the supervision of school employees and/or participating in a school related program.
- All King David Schools/SABJE employees must review the prevention of the Sexual Abuse Policy

I have read and understand the King David Schools/SABJE Prevention of Sexual Abuse Policy and Behavioural Standards. I agree to be bound by the provisions contained within.

Employee Name (please print)

Employee Position

Date:

Date: