



## Vancouver Board of Education

### **VOLUNTEER CONDUCT AGREEMENT**

Dear Volunteer,

Thank you for agreeing to be a volunteer. We appreciate that you are willing to share your time and expertise in our school system. To ensure the safety of all students in our school, we ask that each volunteer review the following Board policies as well as the attached document entitled Guidelines for Adults Interacting with Students. These guidelines apply to all employees and volunteers within the Vancouver School District and are intended to help ensure that your volunteer experience with us will be rewarding and successful for all involved.

#### **Policy AC: Non-discrimination**

*The Board of School Trustees (the "Board" believes in equitable treatment for all individuals regardless of race, colour, ancestry, ethnic origin, religion, socio-economic status, gender, sexual orientation, physical or mental ability, or political beliefs. The letter and spirit of the Canadian and B. C. Human Rights Acts shall be carefully observed, enforced, and supported, so that all members of the school community may work together in an atmosphere of respect and tolerance for individual differences.*

*This policy of non-discrimination shall prevail in all matters of instruction and course selection: in employment, promotion, and assignment of staff; in providing access to facilities; in the choice of instructional materials and the provision of career guidance and counselling; and in all matters pertaining to community relations. Specifically, the Board will not tolerate hate crimes and propaganda, and will vigorously enforce policy and regulations dealing with such matters.*

#### **Policy ACB: Lesbian, Gay, Bisexual, Transgender, Transsexual, Two-spirit, Questioning**

*The Board of School Trustees (the "Board" is committed to establishing and maintaining a safe and positive learning environment for all students and employees including those who identify as lesbian, gay, bisexual, transgender, transsexual, two-spirit, or who are questioning their sexual orientation or gender identity. These students and employees, as all students and employees, have the right to learn and work in an environment free of discrimination and harassment. The letter and spirit of the Canadian Charter of Rights and Freedoms, the B. C. Human Rights Acts and the Collective Agreements shall be carefully observed, enforced, and supported, so that all members of the school community may work together in an atmosphere of respect and tolerance for individual differences. Specifically, the Board will not tolerate hate crimes, harassment or discrimination, and will vigorously enforce policy and regulations dealing with such matters.*

#### **Policy GBCBA: Sexual Harassment**

*The Board of School Trustees (the "Board" recognizes and is committed to the right of all employees to work in an environment free from sexual harassment. To this extent, the Board will not tolerate any conduct that could be classified as sexual harassment and will make every reasonable effort to ensure that no employee be subject to such harassment.*

*Definition: Sexual harassment may be defined as any unwanted sexual attention of a persistent or abusive nature made by a person who knows or ought reasonably to know that such attention is unwanted, or implied or expressed threat of reprisal in the form of actual reprisal or the denial of*

*opportunity for refusal to comply with a sexually oriented request, or sexually oriented remarks and behaviour which may reasonably be perceived to create a negative psychological and emotional environment for work.*

*The alleged victim of sexual harassment may be male or female. The harasser may be of the same or opposite sex of the victim. The harasser may be a manager, supervisor, co-worker, or subordinate.*

**Policy GBEB: A Smoke-Free Working and Learning Environment**

*The Board of School Trustees (the "Board" is concerned about the health and safety of all its students and staff. The Board is committed to providing a healthy, smoke-free working and learning environment and has declared all its buildings and school grounds as "no-smoking" areas as of 1990 September 01.*

*The Board also believes that, in the interest of promoting good health practices, non-smoking role-modelling by staff, together with an effective health education program and counselling, will be a significant factor in encouraging non-smoking behaviour in students.*

**Policy JHG: Reporting Child Abuse**

*Every person who has reason to believe that a child needs protection under Section 13 of the Child, Family and Community Services Act must promptly report to a child protection social worker.*

*If an employee suspects that a student has been or is likely to be physically, sexually or emotionally abused or neglected, or otherwise in need of protection under the Act, he/she must follow the district protocols and procedures: Responding to Alleged Abuse and Neglect of Students by Non-VSB Employees. Guidance and clarification can be provided by the employee's supervisor and/or the VBE Abuse Prevention Coordinator.*

**Policy IGAC: Teaching About Religion**

*The School Act requires that all schools: "...must be conducted on strictly secular and non-sectarian principles...The highest morality must be inculcated, but no religious dogma or creed is to be taught." The Board of School Trustees (the "Board" subscribes to the principle of secular and non-sectarian public schools and directs that no religious indoctrination of any kind be permitted in the district's schools.*

I have read, understand and agree to abide by the Board policies listed above, as well as the expectations contained within the VBE Guidelines for Adults Interacting with Students document provided to me. In addition, I agree to keep confidential any information relating to individual students or staff members that I become privy to during my work as a volunteer. If, at any time, I make a decision that contravenes these expectations, I understand that I may be asked to cease volunteering within the Vancouver School District.

Volunteer Signature: \_\_\_\_\_, Date: \_\_\_\_\_

Volunteer Name \_\_\_\_\_ School/Site: \_\_\_\_\_