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 and Administrative Procedures 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.

Administrative Procedure 170: Non-discrimination

The District 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 Human Rights Act and the B. C. Human Rights Code 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.

Policy 17: Sexual Orientation and Gender Identities

The Board of Education (the "Board") is committed to establishing and maintaining a safe, inclusive, equitable, and welcoming learning and working environment for all members of the school community, regardless of real or perceived sexual orientations, gender identities, and gender expressions, which includes lesbian, gay, bisexual, trans, Two-Spirit, queer, and those who are questioning (LGBTTQ+).*

The Board believes that all LGBTTQ+ students, staff and families have the right to have:

- *their confidentiality protected and respected;*
- *self-identification and determination; and*
- *their unique identities, families, cultures, and communities included, represented, valued, and respected within all aspects of the school environment.*

The Board will promote pro-active strategies and guidelines so that all members of this diverse community are welcomed, respected, accepted and supported in every school and worksite.

Administrative Procedure 172: District Respectful Workplace

The District is committed to providing a respectful work and learning environment in which all individuals who work for the District, are treated with respect and in a manner which is free from discriminatory harassment, bullying and harassment, and retaliation.

The District Respectful Workplace Administrative Procedure promotes clear behavioural expectations of respectful conduct that lead to a culture of mutual respect and cooperation among everyone who works for our District. It applies to the interactions of these individuals with one another and with parents, students, and members of the public with whom they engage on behalf of the District. It applies to all functions and activities whether or not they occur within the District or on the property of the District, where there is an impact on the District working environment.

Administrative Procedure 325: 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.

Administrative Procedure 207: Conduct Related to Secular and Non-Sectarian Principles

The *School Act* states that 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." However, the District believes it must not prevent teachers from exploring with students the contribution that religious values and beliefs have made to the social, cultural and historical development of civilizations.

While religious writings provided by outside groups shall neither be advertised nor distributed to students, objective discussion of world religions as they relate to aspects of prescribed, authorized and locally-developed curriculum are permitted in District schools.

I have read, understand and agree to abide by the Board policies listed above, as well as the expectations contained within the *VSB Guidelines for Adults Interacting with Students* document provided to me. In addition, I agree to keep confidential any information relating to individual students 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: _____