

ADMINISTRATIVE PROCEDURE

Personnel and Employee Relations

Employee Conduct With Students

PER #35

Revised: January 2023

Background

Christ The Redeemer (CTR) Catholic Schools employees have the responsibility to provide a teaching and learning environment that is consistent with the faith values and teachings of the Catholic Church. All employees of CTR Catholic, who work in schools and with students, are in positions of trust and, depending upon their position, some degree of authority. The relationship between employee and student must be one of professionalism, co-operation, understanding, assistance, and mutual respect. The atmosphere in all CTR Catholic's schools must foster the moral, emotional, and social development of students, as well as their intellectual growth.

Procedures

1. CTR Catholic employees are required to ensure that a professional relationship exists between them and students at all times, both inside and outside of the school, and the work environment. All staff are held to a higher standard of personal and moral deportment in order to serve as Catholic role models for students.
2. CTR Catholic staff are expected to provide welcoming, caring, respectful, and safe learning environments that respect diversity and foster a sense of belonging where students feel physically, psychologically, socially, and emotionally safe.
3. CTR Catholic teachers are expected to follow and be fully cognizant of the [Code of Professional Conduct for Teachers and Teacher Leaders](#), Teacher Quality Standard, and the relevant provisions the [Teaching Profession Act](#) and the [Education Act](#) as per the Board's [Expectations of Teachers Policy](#).
4. All CTR Catholic employees are bound by standards of conduct expected of a caring, knowledgeable, reasonable, and responsible adult, who is entrusted with the custody and care of students.
5. It is completely inappropriate, and totally unacceptable, for any employee of CTR Catholic, particularly one who is in a position of trust with authority over students, to develop an intimate personal relationship with a student or school age person that is physical, emotional, or social in nature.
6. All communication with a student(s), by any employee in person, by telephone, fax, email, text, social media, or any other method, must reflect the employee's position of trust and authority as well as the employee's role as a teacher or support staff member.
7. Communication and association with students outside of school hours or school activities (e.g., extra-curricular) are to be minimized and must, at all times, reflect the employee's position of trust and authority.
8. Inappropriate conduct by employees with students is subject to discipline, up to, and including termination.