



# Didsbury Preschool Society

## Code of Conduct

At the Didsbury Preschool Society, we strive to provide a safe, welcoming environment. Didsbury Preschool Society's Code of Conduct sets clear expectations regarding behavior that apply to everyone involved in our Preschool community; including parents, guardians, grandparents, volunteers, teachers, board members and other related individuals.

These standards apply on the Preschool property and at Preschool events and activities.

- All members of the Centre's community are to be treated with respect and dignity regardless of race, creed, disability, religion or any other ground protected by the Alberta Human Rights Commission.
- All adult members have the responsibility to act as models of good behaviour. Foul language (swearing, name calling and shouting) is not appropriate. Individuals engaging in such behaviour will be asked to leave the premises immediately and repeated offences may result in expulsion from the Preschool.
- Smoking is strictly prohibited on or near the premises and anyone found smoking will be asked to leave. This includes marijuana.
- Inappropriate behavior, bullying and harassment of any kind towards a student, parent, board member or teacher will result in immediate intervention up to and including family's expulsion from the Preschool and/or Police intervention. This type of behavior includes but is not limited to harassment or intimidation by written note, email, words, gestures and/or body language. This decision will be at the Board's discretion and the decision will be final.

Examples of unacceptable behavior includes, but is not limited to the following:

- Shouting at Preschool staff, board members or other parents, in person or on the phone;
- Aggressive or inappropriate messages via text, email or social media to staff, board members or other parents;
- Physical or mental intimidation towards a member of the staff;
- Aggressive use of hand gestures;
- Threatening Preschool staff, other parents or Board members;
- Sharing or holding a fist towards another person;
- Writing abusive comments about a member of staff, child parent/carer or visitor;
- Swearing, name calling or derogatory comments made towards a member of Preschool staff, board member, parent/guardian or visitor;
- Pushing, hitting, slapping, punching, kicking or spitting;
- Racist or sexist comments;



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- No weapons are permitted on the Preschool property or at any Preschool functions. Anyone in contravention of this will include but is not limited to the family's expulsion from the Preschool.
- The use of alcohol and illicit drugs are not allowed on the Preschool property or at any preschool events or functions. The consequences for failure to comply will include but is not limited to the family's expulsion from the Preschool.
- The Privacy and Confidentiality of our students, parents, guardians, teacher, volunteers and board members is of utmost importance to us. All concerns and comments should be addressed with the teacher and the Parent Representative. Should you need further information or discussion regarding your concerns, the next step is to review the situation with the President or Vice President of the Didsbury Preschool society.
- Gossip and public criticism are unacceptable. There should be no discussion of concerns with other parents on the Preschool premises, or via electronic mediums such as Facebook, X, Personal Blog sites or other forms of electronic information sharing.
- Any pictures taken at the Preschool or during Preschool events are for the private use of the family only unless permission is obtained from the parents/guardian's of the other children present in your photos.

### **Consequences of Inappropriate Behavior**

The Didsbury Preschool Society will respond to inappropriate behavior by children, parents, guardians, family members, staff, board members and others involved in our program by:

- Reminding people of expectations, limits, policies and procedures outlined in our Handbook, Bylaws and Code of Conduct.
- Respectfully explain why a behavior is inappropriate and what behavior is expected.

Depending on the severity and/or frequency of the behavior, additional steps may be taken, such as:

- Giving a written warning that outlines specific concerns and consequences if the behavior continues.
- Develop a written contract that outlines specific expectations and consequences.
- Police intervention for threatening behavior.
- Expulsion from the Preschool.

**Decisions regarding Code of Conduct issues will be at the Board's discretion and all decisions will be final.**



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This code of conduct must be signed by any and all adults who will be involved in your child's early childhood learning experience at the Didsbury Preschool Society.

Child's Name: \_\_\_\_\_

Parent's Signature: \_\_\_\_\_ Printed Name: \_\_\_\_\_

Parent's Signature: \_\_\_\_\_ Printed Name: \_\_\_\_\_

Other Signature: \_\_\_\_\_ Printed Name: \_\_\_\_\_

Role: \_\_\_\_\_

Other's Signature: \_\_\_\_\_ Printed Name: \_\_\_\_\_

Role: \_\_\_\_\_

Other's Signature: \_\_\_\_\_ Printed Name: \_\_\_\_\_

Role: \_\_\_\_\_

President's Signature: \_\_\_\_\_

Date: \_\_\_\_\_