



SK'ELEP

SCHOOL OF
EXCELLENCE

TAB 37

BULLYING, INTIMIDATION,
HARRASSMENT AND DISCRIMINATION
POLICY

Approved by
Sk'elep School BoG
September 17, 2015

SK'ELEP SCHOOL OF EXCELLENCE POLICY

Reference Topic: Bullying, Intimidation, Harassment and Discrimination

Reference: 37

Effective Date: September 17, 2015

Bullying, Intimidation, Harassment and Discrimination Policy

Policy Statement/Goals

Sk'elep School of Excellence recognizes that students, employees, volunteers, sponsors, parents, and trustees are entitled to a positive, safe and secure environment free from harassment, bullying and intimidation and that it has a duty to promote tolerance and respect for all who are present in its school.

Regulations

1. The Principal shall ensure that any complaint of harassment, bullying or intimidation by governors, employees, volunteers, sponsors, parents, or students is properly investigated and appropriate action taken where the complaint is substantiated. In the case that a complaint is made about the Principal or Board Member, the Chairman or designate of the Board shall perform these duties.
2. All complaints of harassment, bullying or intimidation shall be investigated with due process and in accordance with the principles of fundamental justice.
3. No person shall be subject to reprisal, threat of reprisal, or discipline as a result of filing a bona fide complaint of harassment, bullying or intimidation. The person against whom the complaint is made shall be given full access to the allegations and nature of the complaint. Complaints of bullying, intimidation, and harassment which are substantiated will be treated seriously and in no case will such complaints be minimized or trivialized, or the complainants left to deal with it themselves.
4. The rights and interests of all parties (complainant and respondent) shall be considered when appropriate actions are decided.
5. Any complaint resulting in a written report will specifically state if, in the findings of the investigator, the complaint was frivolous or vexatious.
6. In the event that the complaint is found to be frivolous or vexatious, the complainant may be subject to discipline and any written report of the investigator may be used for that purpose.
7. All incidents or reports of harassment, bullying, and intimidation involving students shall be recorded in the student's file.

8. Students who engage in acts of harassment, bullying, and intimidation while at school, at any school function, in connection to or with any Tk'emlups te Secwepemc sponsored activity or event, or while enroute to and from school, are subject to disciplinary action, up to and including suspension or, where suspension is in accordance with the school policy on student conduct.
9. Sk'elep School of Excellence shall implement educational programs on bullying, harassment, and intimidation.

CURRICULUM (attached)

As has been made very clear by the name of the school, we have a tremendous emphasis on academic achievement.

Sk'elep School follows the British Columbia Ministry of Education curriculum in all subject areas including Secwepemctsin in Grades K – 7. Curriculum Resources for all academic subject areas can be found at <https://curriculum.gov.bc.ca/curriculum>.

Curriculum Resources used in the Secwepemc program are;

1. Secwepemctsin (Shuswap Language) 5 – 12 Integrated Resource Package 1999
 - Secwepemc Cultural Education Society.
2. Sk'elep School of Excellence Language Program
 - Secwepemc Language curriculum Levels 1 and 2.
 - Tk'emlups te Secwepemc Cultural Resource Management and Education Departments.
3. Tk'emelupsemc Native Language Program
 - History of Place Name
 - Tk'emlups te Secwepemc Cultural Resource Management and Education Departments.
4. Total Physical Response Storytelling
 - A Tselcéwtqen Clleqmel'tn Curriculum Team Production
 - Secwepemc Cultural Education Society
5. Setsatsínas r Secwepemc t'e Stsmámelt
 - Secwepemc Cultural Education Society
6. Shuswap-English Dictionary A.H. Kuipers
 - Secwepemc Cultural Education Society

Curriculum development for Secwepemc program is ongoing within the building between teacher and elders to preserve the language for the next seven generations.