



## DISCRIMINATION, HARASSMENT & BULLYING POLICY

Updated September 25, 2022

NORTH CREEK MONTESSORI 107 & 108 - 1500 Howe St Vancouver, BC Tel: 604.687.6701  
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Lions Gate Montessori Society

### SCHOOL DISCRIMINATION, HARASSMENT AND BULLYING PREVENTION POLICY

Adopted October 19, 2019

Reviewed September 14, 2022

Lions Gate Montessori Society, as an authorized independent school in British Columbia, is required to abide by Schedule 1 of the *Independent School Act*. The Act states that there are basic requirements for independent schools requesting certification as Group 1, 2, 3 or 4 classifications. Lions Gate Montessori Society is a Group 1 school.

Article 1 states that before issuing or renewing a certificate of group 1, group 2, group 3 or group 4 classification to an authority, the inspector must be satisfied that

- a) no program is in existence or is proposed at the independent school that would, in theory or in practice, promote or foster doctrines of
  - i) racial or ethnic superiority or persecution
  - ii) religious intolerance or persecution
  - iii) social change through violent action, or
  - iv) sedition
- b) the independent school facilities comply with the enactments of British Columbia and the municipality or regional district in which the facilities are located, and
- c) the authority complies with this *Act* and regulations.

In addition to abiding by Schedule 1 of the *Independent School Act*, Lions Gate Montessori Society seeks to ensure that students feel connected through the relationships that are created between students, staff, and parents that are part of the school community.

Lions Gate Montessori Society will continue to develop strategies to make students feel valued, respected and connected within the school community. This will include the protection of the



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students' physical safety, social connectedness, inclusiveness as well as protection from all forms of bullying, regardless of their gender, race, culture, religion or sexual orientation, while remaining consistent with the Society's cultural perspectives and philosophical values.

### Discrimination Protection Policy

The purpose of this policy is the safety and well-being of children in Lions Gate Montessori Society schools is of paramount consideration. Children deserve to be protected from abuse, neglect, bullying, harm or threat of harm. Lions Gate Montessori Society seeks to always ensure that children attending its schools will experience a learning environment that enables every child to feel safe, accepted and respected.

### Harassment and Bullying Prevention Policy

*Lions Gate Montessori Society requires that all staff take any steps necessary to ensure protection of students' physical safety, social connectedness, inclusiveness and protection from all forms of bullying, regardless of their gender, race, culture, religion, sexual orientation or gender identity.*

Acceptable behaviour is that behavior which is based on kindness. Unacceptable behaviour, includes but is not limited to bullying, cyberbullying, harassment, intimidation, threatening or violent behaviours while at school, at a school-related activity or in other circumstances where engaging in the activity will have an impact on the school environment. This includes behavior outside the school that impacts members of the school community.

**Definition:** Prohibited harassment includes both verbal and physical conduct. This includes, but is not limited to actions such as insulting or offensive comments, jokes, pictures, etc. relating to the individual's race, religion, sex, sexual orientation, age, colour, disability, social-economic status or national origin, when the conduct:

- a) has the purpose or effect of creating an intimidating, hostile or offensive working or learning environment or the school community.
- b) has the purpose or effect of unreasonably interfering with an individual's work, school performance, or opportunities.

Staff who engage in unacceptable behavior will be dismissed for cause. Students who engage in unacceptable behaviour shall have consequences including but not necessarily limited to being required to learn about the impact of unacceptable behavior and may be required to attend special counseling in order to remain enrolled at school, depending on the student's age, maturity and special needs, if any. Other members of the school community, whether they be parents, other relatives or volunteers, shall be prohibited from attending school events and, if their child is a student, may be required to attend special counseling in order for their child to remain enrolled.



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Lions Gate Montessori Society will take all reasonable steps to prevent retaliation by a person against a student who has made a complaint of a breach of these policies.

### Complaint Procedures:

- a) The school does not tolerate any form of prohibited harassment. If you believe you or a student has been subjected to harassment by an employee, student, another parent or anyone else you come into contact with through our school activities, you must report the incident in a timely manner to the Principal.
- b) Students, parents or employees who in good faith make a complaint of harassment or provide information relation to such complaints are protected against retaliation or reprisal of any kind. Any parent, employee or student who takes negative action against another parent, employee or student because of their involvement in a harassment complaint is subject to disciplinary sanction up to and including discharge or expulsion.
- c) Employees, parents and students are encouraged to report harassment BEFORE it becomes severe or pervasive.
- d) Harassment complaints will be responded to as quickly as possible. Our school will make every reasonable effort to resolve these matters fairly and in the most confidential manner possible. Investigation of complaints may include discussions with the parties who are directly involved and with other individuals who may have knowledge relating to the complaint. The investigation will be conducted with appropriate regard for the privacy and rights of all concerned.
- e) If the school's findings substantiate the harassment complaint, the action necessary to address the issue will be determined by appropriate administrative officials. Sanctions against an offender will depend on the specific facts and circumstances, and may range from a reprimand up to and including immediate discharge or expulsion.

### Building a School Community

There are many strategies and activities that can be employed within a school to enable staff, students, and families to feel safe, accepted and respected.

The following guidelines are provided to facilitate conversation amongst the administration, staff, students and families on strengthening the learning environment for all children.

- Engage students in the decision-making process of policies and activities that build community
- Engage parents in the educational program and school life of their children
- Encourage parents to share their culture and expectations



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- Promote open communication among administrators, teachers, staff, students, families and communities
- Be proactive in connecting with students that are experiencing academic or social issues
- Communicate expectations, values and norms that support positive health and academic behaviour in the school community
- Acknowledge students by name
- Be visible within the school during class transitions, breaks, before/after school
- Find ways to acknowledge students for their contributions in the school community, including those where improvement comes only in small increments.