
ARTICLE 4 RESPECT AND BEHAVIOUR

Statement of Intent

Students and CIC staff are encouraged to embrace the key character attributes of respect, honesty, integrity, responsibility, peaceful and positive conflict resolution, inclusiveness, fairness, caring, optimism, self-confidence and self-advocacy and perseverance. As a private school comprised of many international students, students are required to show respect for all cultures, differences and the rights of others. In addition to the policies set out herein, students must follow all rules of conduct as outlined in the Residence Life Handbook.

1. English Speaking Policy

Students are encouraged to speak English in the presence of their colleagues, teachers, and CIC staff throughout the academic campus and residences. English is the primary language for all classes with the exception of French and Mandarin classes.

2. Bullying, Harassment and Violence Policy

Statement of Intent

CIC is committed to providing an environment free of discrimination, bullying, harassment and violence and bullying, in which all individuals are treated with respect and dignity, are able to contribute and share in opportunities. CIC's students should be sensitive to the differences of others. CIC adheres to the conviction that education and dialogue are necessary to eliminate an environment where these forms of misconduct are evident.

2. Policy

CIC has zero tolerance to all forms of bullying, harassment and violence at any time, regardless of the location, manner or medium used to perpetuate this form of misconduct. This includes on all forms of social media.

For the purposes of this policy, the following definitions apply:

“**Harassment**” is engaging in a course of vexatious comment or conduct in any and all forms of communication that is known or ought reasonably to be known to be unwelcome. Harassment includes but is not limited to intimidation; unwelcome contact or comments; offensive gestures, and jokes or hostile comments related to a person's immutable characteristics.

“**Bullying**” is the use of force or coercion to negatively affect others; involving an imbalance of social, physical and/or emotional power; and involving willful acts of harm. Bullying may be directed at a target based on actual or perceived conduct. Bullying includes but is not limited to the following conduct:

- name-calling; insults; making racist, sexist, or homophobic jokes, remarks, or teasing; using sexually suggestive or abusive language; threats of violence; and offensive remarks;
- hitting, kicking, pinching, punching, scratching, spitting, other physical aggression, and damage to or taking someone else's belongings;
- spreading untrue stories about someone, not including them in social group being made the subject of malicious rumors; and
- any comments, text messages, pictures, video clips or otherwise delivered by electronic mail, social media; websites, cell phones or any other electronic means.

“**Violence**” is the intentional or negligent use of physical force against a student or a member of CIC staff that causes or has the potential to cause physical injury:

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- Common assault, aggravated assault, assault causing bodily harm, assault with a weapon or replica and sexual assault under the Criminal Code of Canada;
 - An attempt to exercise physical force against a student or a member of CIC staff that has the potential to cause physical injury;

Consequences for Breach of Policy

Any student found in breach of these provisions may be directed to the Principal or Designate for the appropriate consequence, which may include disciplinary measures set out in Article 16 herein.