

	 GOVERNANCE POLICIES
Policy Type	Ends Results
Policy Name	Positive Learning and Working Environment
Policy Number	ASD-W-ER5
Effective Date: 22 May 2025	

Policy:

A positive learning and working environment is essential for a safe and productive setting that allows for learning to occur.

Bullying is willful, repeated behaviour with negative intent used by an individual to maintain power over another individual. Bullying can occur with students and adults and can have an emotional, social, and physical impact. Examples may include, but are not limited to micro-aggressions (comments, questions or physical contact that makes a person feel uncomfortable or unsafe, but might not be obvious to all that it is an attack) & macro-aggressions (verbal threats, physical gestures, notes on walls, email/text messages or any other means used to communicate intention to harm) and is obvious that it is an attack.

ASD-W DEC believes in providing a positive learning and working environment, free of bullying and focused on student safety, health, and well-being. With this, the Superintendent will oversee efforts to facilitate a safe and positive learning and working environment in all schools and school sanctioned activities / events.

Accordingly,

1. Tracking of incidents of bullying, bias, violence, and hate is critical.
2. Administrators and staff who investigate allegations of bullying, bias, violence, and hate shall ensure due process is followed, with an opportunity for more than one side of the story to be told.
3. Communication with parents is essential and their involvement makes a difference.
4. Interventions are required and range in level. A consequence is a form of intervention, but not all interventions need to be a consequence.
5. Education Support Services expertise can help when it comes to interventions that require support beyond that of the classroom teacher.
6. The Positive Behavioural Interventions and Supports (PBIS) is a valued framework that we encourage for use in schools.

References:

1. New Brunswick Education Act, Sections 13, 14, 21, 22, and 24 (among others)
2. New Brunswick Department of Education and Early Childhood Development Provincial Policy 703: Positive Learning and Working Environment
3. ASD-W Policy ASD-W-703-06 Student Discipline - Detention of Students for Disciplinary Purposes
4. ASD-W Policy ASD-W-703-07 Student Discipline – Extra and Co-Curricular Activities
5. ASD-W Policy ASD-W-703-08 Student Discipline – Out-of-School Suspensions
6. ASD-W Policy ASD-W-703-09 Student Discipline – Time Out and In-School Suspensions
7. ASD-W Policy ASD-W-703-10 Student Violence Threat Risk Assessment
8. ASD-W Policy ASD-W-703-11 Violence in School Sport
9. ASD-W Policy ASD-W-703-14 Sexual Violence

MONITORING:

Method(s)	Frequency	Month
• Superintendent Report	• 1 Time per year	• April