

## FREEDOM FROM VIOLENCE

The Seven Oaks School Division wants its schools to be safe, secure environments that support the intellectual and emotional growth of all its students and staff. Maintaining that environment is a priority in the Division. *The Division will ensure, so far as it reasonably practicable, that no member of the Seven Oaks Community is subject to violence.*

*Violence is defined as the attempt or actual exercise of physical force against a person and any threatening statement or behaviour that gives a person reasonable cause to believe that physical force will be used against the person.*

The Board and the employees of the Division are committed to resolving situations in which the safety and/or security of any member of the Seven Oaks Community is in jeopardy. The Division expects all members of the educational community to report and to respond to any challenge to the safety and security of its members. Beginning at school level the division wishes to work with the entire community to remedy these situations *and will take corrective action respecting any person under the Division's direction who subjects a member of the Seven Oaks Community to violence. The Division will not disclose the name of a complainant or the circumstances related to the complaint - unless this is necessary to investigate the complainant or take corrective action or is required by law.*

The Division recognizes that from time to time there may be concerns about how the Division or its employees have responded to challenges to the safety/security of any member of the Seven Oaks Educational community.

When any member of the Seven Oaks educational community has concerns about a response to a challenge to safety and security, a request for a review is encouraged. This review will be conducted within the existing structures and channels of the Division and will begin at school level. The Division acknowledges that the responsibility for resolution is shared and will seek to involve others whenever possible. Divisional supports for individuals who wish to report a concern or request a review include:

Seven Oaks Teachers' Association and Manitoba Teachers' Society  
Seven Oaks Paraprofessional Association  
Canadian Union of Public Employees, Locals #731, #949 and #2938  
Seven Oaks Superintendents' Department  
Seven Oaks School Board

*This policy is not intended to discourage or prevent the complainant from exercising any other legal rights.*