

What is hateful to you, do not do unto others. This is the whole Torah -----Hillel

The Purpose of developing a CODE OF BEHAVIOR is to clearly outline for all the partners at DJCS the expectations we have of each other (staff, parents and students) and to provide some guidelines for those occasional situations where concerns may arise. It is to ensure that parents/staff/children view the Jewish school as a center of learning which has as part of its core philosophy a spirit of mutual respect (*derech erez*).

THE DJCS WILL NOT TOLERATE ANY FORM OF PHYSICAL, SEXUAL, EMOTIONAL, VERBAL, PSYCHOLOGICAL ABUSE NOR ANY FORM OF NEGLECT OR HARASSMENT, INCLUDING CYBER BULLYING.

Parents play a vital role in imparting and exemplifying the values reflected in this code and are partners with the teachers and administration in its successful implementation.

CHILDREN AT THE DOWNTOWN JEWISH COMMUNITY SCHOOL ARE ENTITLED TO:

- ∴ Learn in an atmosphere of warmth and trust
- ∴ Receive respect for their rights, feelings and property from peers and staff
- ∴ Learn and play in a safe environment
- ∴ Be free from physical and verbal abuse

CHILDREN AT THE DOWNTOWN JEWISH COMMUNITY SCHOOL ARE EXPECTED TO:

- ∴ Follow the instructions of school staff
- ∴ Be consistent and punctual in their attendance
- ∴ Complete work to the best of their ability
- ∴ Treat each other with courtesy and respect
- ∴ Refrain from any activity which would interfere with the rights of other students to learn or to play
- ∴ Seek staff assistance, if necessary, to resolve conflict peacefully

STAFF AT THE DOWNTOWN JEWISH COMMUNITY SCHOOL ARE ENTITLED TO:

- ∴ Respect, cooperation, consideration and support from their peers, students and parents
- ∴ Teach and work in a non-threatening environment
- ∴ A conscientious attitude towards learning from their students

STAFF ARE RESPONSIBLE FOR:

- ∴ Planning and conducting classes based on the DJCS curriculum
- ∴ Creating an environment that is disciplined, organized and safe
- ∴ Assisting students in their learning
- ∴ Promoting students' self esteem
- ∴ Sensitivity to students' needs and rights

∴ Communicating with parents regarding academic and behavioral concerns and achievements

PARENTS ARE ENTITLED TO:

- ∴ A safe, secure and supportive Jewish educational environment for their children
- ∴ Communicate with their child's teacher at a mutually agreeable time
- ∴ Communicate with the school Principal about concerns/issues that have not been resolved during discussions with the class teacher and school supervisor
- ∴ Regular communications from the school regarding school policies practices needs, etc.

PARENTS ARE RESPONSIBLE FOR:

- ∴ Encouraging a positive attitude to learning and a supportive attitude to the school's behavioral expectations
- ∴ Taking an active and supportive interest in their children's progress, school life and materials sent home
- ∴ Ensuring that their children are regular and punctual in attendance and that they arrive prepared for class
- ∴ Communicating to the school any pertinent information about their child
- ∴ Communicating to the school any medical, academic or behavioral concerns about their child
- ∴ Establishing timely contact with the school if there are areas of classroom concern (as described in the guidelines that follow)

CONSEQUENCES FOR INAPPROPRIATE BEHAVIOUR

Consequences will vary according to the circumstance. Consequences will be appropriate to the situation, such as:

- ∴ Informal discussions between student and teacher, principal and/or peers
- ∴ Communications with parents (telephone or note)
- ∴ Formal meeting(s) that may include student, parents, teacher, principal and/or support personnel
- ∴ Arrangement of a behavior or performance contracts with the involvement of the student, teacher and parents.
- ∴ Removal from a school activity, special program, or recess
- ∴ Removal from class for a period of time
- ∴ Restitution or service in kind for damage

THE SCHOOL RESERVES THE RIGHT TO SUSPEND OR EXPEL ANY STUDENT. THERE IS NO OBLIGATION TO RETURN FEES.

GUIDELINES FOR WHEN CONCERNS ARISE

The DJCS encourages on-going parent-teacher and parent-school relationships. Parents may call the school should they want to discuss information about their child's progress or a concern that they may have. Should problems or concerns arise, it is expected that students, parents and staff will work together in a spirit of cooperation to reach an acceptable solution that will be in the child's best interests.

The first step in resolving any teacher identified problem would involve a teacher – pupil discussion. Should this not rectify the situation, the next step would be a teacher – parent conference. If this were to be unsuccessful, or if the concern is of a particularly serious nature, or if requested by any party involved, the School Principal may become involved in the teacher/parent meeting.

Formal meetings may also involve the student to ensure that the parents/staff and child all have a common understanding of the problem and the course of action being recommended to resolve the concern. If the circumstances still remain unresolved, any of the concerned parties may contact the Board President who may choose to bring the matter before the Executive Committee of the Board of Directors, DJCS.

Where a parent is a member of the Board of Directors and the concern is brought to the Board for consideration, the member involved must be excused from the discussion to avoid any conflict or vested interest discussion.