



*We are a Christ-centered Catholic faith community  
that celebrates diversity and fosters spiritual growth,  
inspiring all to reach their full potential in mind, body and spirit.*

*AGENDA AND MATERIAL*

**POLICY COMMITTEE MEETING**

**TUESDAY, MARCH 8, 2022  
4:00 P.M.**



*PUBLIC ACCESS LIVE STREAM LINK  
<https://niagaracatholic.ca/meetings-livestream/>*

1. Opening Prayer – Trustee Burkholder	-
2. Election of Chair of the Policy Committee 2022 – Camillo Cipriano, Director of Education	-
3. Attendance	-
4. Approval of Agenda	-
5. Declaration of Conflict of Interest	-
6. Minutes of Policy Committee Meeting of January 11, 2022	6
7. Governance Policies	
<i>Action Required</i>	
GOVERNANCE POLICIES – FOR RECOMMENDATION TO THE BOARD	
7.1 Accessibility Standards Policy (800.8)	7.1
GOVERNANCE POLICIES – PRIOR TO VETTING	
7.2 Employee Workplace Harassment Policy (201.7)	7.2
7.3 Employee Workplace Violence Policy (201.11)	7.3
7.4 Occupational Health and Safety Policy (201.6)	7.4
7.5 Attendance Support Program Policy (201.16)	7.5
7.6 Religious Accommodation Policy (100.10.1)	7.6
7.7 Bullying Prevention and Intervention Policy (302.6.8)	7.7
<i>Information</i>	
7.8 Governance Policy Review 2021-2022 Schedule	7.8
8. Date of Next Meeting	
April 5, 2022 – 4:30 p.m.	
9. Adjournment	-

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD  
POLICY COMMITTEE MEETING  
MARCH 8, 2022**

**TITLE: MINUTES OF THE POLICY COMMITTEE MEETING  
JANUARY 11, 2022**

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**RECOMMENDATION**

**THAT** the Policy Committee approve the minutes of the Policy Committee Meeting of January 11, 2021, as presented.



# MINUTES OF THE POLICY COMMITTEE MEETING

## TUESDAY, JANUARY 11, 2022

Minutes of the Policy Committee Meeting held on Tuesday, January 11, 2022 at 4:30 p.m. in the Father Kenneth Burns c.s.c. Board Room, at the Catholic Education Centre, 427 Rice Road, Welland.

The meeting was called to order at 4:30 p.m. by Policy Committee Chair Prince.

**1. Opening Prayer**

The meeting was opened with a prayer by Trustee Prince.

**2. Attendance**

Committee Members	Present	Present Electronically	Absent	Excused
Leanne Prince (Committee Chair)		✓		
Rhianon Burkholder		✓		
Larry Huibers		✓		

**Trustees:**

*Dino Sicoli*

**Staff:**

*Camillo Cipriano*, Director of Education

*Lee Ann Forsyth-Sells*, Superintendent of Education

*Kimberly Kinney*, Superintendent of Education

*Domenic Massi*, Associate Superintendent of Education

*Gino Pizzoferrato*, Superintendent of Education

*Anna Pisano*, Administrative Assistant, Corporate Services/Recording Secretary

**3. Approval of Agenda**

Moved by Trustee Burkholder

**THAT** the January 11, 2022 Policy Committee Agenda be approved, as presented.

**APPROVED**

4. **Declaration of Conflict of Interest**

No Disclosures of Interest were declared with any items on the agenda.

5. **Minutes of the Policy Committee Meeting of November 9, 2021**

Moved by Trustee Huibers

**THAT** the Policy Committee approve the minutes of the Policy Committee Meeting of November 9, 2021, as presented.

**APPROVED**

6. **Governance Policies**

***ACTION REQUIRED***

**GOVERNANCE POLICIES - FOR RECOMMENDATION TO THE BOARD**

6.1 **Naming of a Board Facility, Designate Area or Chapel Policy (100.15)**

Lee Ann Forsyth-Sells, Superintendent of Education presented feedback received from the vetting process and highlighted recommended amendments to the Naming of a Board Facility, Designate Area or Chapel Policy (100.15), following the Policy Committee meeting of November 9, 2021.

Following discussion, the Policy Committee recommended the following additional amendments:

- No amendment

Moved by Trustee Burkholder

**THAT** the Policy Committee recommend to the January 2022 Board Meeting to approve the revisions to the Naming of a Board Facility, Designate Area or Chapel Policy (100.15), as presented.

**APPROVED**

6.2 **Trustee Honorarium Policy (100.11)**

Director Cipriano presented feedback received from the vetting process and highlighted recommended amendments to the Trustee Honorarium Policy (100.11), following the vetting process.

Following discussion, the Policy Committee recommended the following additional amendments:

- Paragraph 6 – change *December 1* to *November 1* and *November 30* to *November 14*

Moved by Trustee Huibers

**THAT** the Policy Committee recommend to the January 2022 Board Meeting to approve the revisions to the Trustee Honorarium Policy (100.11), as amended.

**APPROVED**

**6.3 Supporting Children and Students with Prevalent Medical Conditions Policy (302.1)**

Gino Pizzoferrato, Superintendent of Education presented feedback received from the vetting process and highlighted recommended amendments to the Supporting Children and Students with Prevalent Medical Conditions Policy (302.1), following the vetting process.

Following discussion, the Policy Committee recommended the following additional amendments:

- No amendment

Moved by Trustee Huibers

**THAT** the Policy Committee recommend to the January 2022 Board Meeting to approve the revisions to the Supporting Children and Students with Prevalent Medical Conditions Policy (302.1), as presented.

**APPROVED**

**6.4 Establishment and Cyclical Review of Policies Policy (100.5)**

Superintendent Forsyth-Sells presented feedback received from the vetting process and highlighted recommended amendments to the Establishment and Cyclical Review of Policies Policy (100.5), following the vetting process.

Following discussion, the Policy Committee recommended the following additional amendments:

- No amendment

Moved by Trustee Huibers

**THAT** the Policy Committee recommend to the January 2022 Board Meeting to approve the revisions to the Establishment and Cyclical Review of Policies Policy (100.5), as presented.

**APPROVED**

**GOVERNANCE POLICIES - PRIOR TO VETTING**

**6.5 Accessibility Standards Policy (800.8)**

Superintendent Pizzoferrato, presented the Accessibility Standards Policy (800.8).

The Policy Committee suggested the following amendments:

- No amendment

The Policy Committee requested that the Accessibility Standards Policy (800.8), be vetted from January 12, 2022 to February 22, 2022 with a recommended deadline for presentation to the Policy Committee in March, for consideration to the Board in March.

### ***INFORMATION***

#### ***6.6 Governance Policies Currently Being Vetted***

- Nil

#### ***6.7 Governance Policy Review 2021-2022 Schedule***

Director Cipriano presented the Governance Policy Review 2021-2022 Schedule.

Following discussions, the Policy Committee requested a Special Policy Committee meeting be held on April 5, 2022 to review the Board By-Laws.

Moved by Trustee Burkholder

**THAT** the Policy Committee review the Board By-Laws with a focus on committees as it pertains to Trustees.

**APPROVED**

#### ***7. Date of Next Meeting***

March 8, 2022

#### ***8. Adjournment***

The meeting adjourned at 5:26 p.m.

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD  
POLICY COMMITTEE MEETING  
MARCH 8, 2022**

**TITLE: FOR RECOMMENDATION TO THE BOARD  
ACCESSIBILITY STANDARDS POLICY (800.8)**

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**RECOMMENDATION**

**THAT** the Policy Committee recommend to the Board approval of the Accessibility Standards Policy (800.8), as presented.

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Prepared by: Gino Pizzoferrato, Superintendent of Education

Presented by: Gino Pizzoferrato, Superintendent of Education

Date: March 8, 2022



Niagara Catholic District School Board  
**ACCESSIBILITY STANDARDS POLICY**  
STATEMENT OF GOVERNANCE POLICY

800 – Schools and Community Councils

Policy No. 800.8

Adopted Date: December 18, 2012

Latest Reviewed/Revised Date: March 28, 2017

In keeping with its Mission, Vision and Values, the Niagara Catholic District School Board is committed to providing **services to students, parents/guardians, staff, and members of the public** in an environment that **is free of barriers and biases and which** fosters independence, dignity and respect in all ~~of its~~**system** facilities.

~~The Board is committed to providing services that are free of barriers and biases to our students, parents/guardians, staff and the public.~~

The Board strives to ensure that the principle of equity of opportunity is reflected and valued in our Catholic learning and working environments.

~~As a fully inclusive Board,~~ **The Accessibility Standards Policy** recognizes the uniqueness and gifts of all **people individuals and**. This Policy acknowledges a respect for self and others by ensuring that all **people individuals** have the same opportunity of access to Board services in order to actively and equitably participate fully in the Catholic learning environment.

The Board is committed to meeting, in a timely manner **and without undue hardship**, the accessibility needs of ~~people individuals~~ **sz who are marginalized due to ability, race, culture, gender, language and other marginalized groups in our community** ~~with disabilities in the provision of services including those related to~~;

1. Information and communication;
2. Employment;
3. Design of ~~Public public Spaces spaces and~~;
4. Student transportation;
- 4.5. **Academic and social opportunities within their neighbourhood school.**

The Director of Education will issue [\*Administrative Operational Procedures\*](#) for the implementation of this Policy.

### **References**

- [\*\*\*Accessibility for Ontarians with Disabilities Act \(AODA\)\*\*\*](#)
- [\*\*\*Ontario Human Rights Code\*\*\*](#)
- [\*\*\*Ontario Regulation 191/11: Integrated Accessibility Standards\*\*\*](#)
- [\*\*\*Ontarians with Disabilities Act, 2001\*\*\*](#)
- [\*\*\*Workplace Safety and Insurance Act\*\*\*](#)
- [\*\*\*Highway Traffic Act\*\*\*](#)
- [\*\*\*Niagara Catholic District School Board Policies/Procedures/Documents\*\*\*](#)
  - [\*\*\*Accessibility Customer Service Policy \(800.8.1\)\*\*\*](#)
  - [\*\*\*Equity and Inclusive Education Policy \(100.10\)\*\*\*](#)
  - [\*\*\*Student Transportation Policy \(500.2\)\*\*\*](#)



<b>Adopted Date:</b>	<b>December 18, 2012</b>
<b>Revision History:</b>	<b>February 26, 2013</b> <b>March 28, 2017</b>

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD  
POLICY COMMITTEE MEETING  
MARCH 8, 2022**

**TITLE: POLICIES – PRIOR TO VETTING  
EMPLOYEE WORKPLACE HARASSMENT POLICY (201.7)**

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Prepared by: Pat Rocca, Superintendent of Education/Human Resources

Presented by: Pat Rocca, Superintendent of Education/Human Resources

Date: March 8, 2022



Niagara Catholic District School Board

**EMPLOYEE WORKPLACE HARASSMENT POLICY**

STATEMENT OF GOVERNANCE POLICY

200 – Human Resources

Policy No 201.7

Adopted Date: March 26, 2002

Latest Reviewed/Revised Date: April 27, 2021

In keeping with the Mission, Vision, and Values of the Niagara Catholic District School Board, the Niagara Catholic District School Board is committed to providing a safe working environment in which all Employees are treated with consideration, dignity, respect, and equity in accordance with the Gospel values of Jesus Christ, ~~the Mission, Vision and Values of the Board.~~

The Niagara Catholic District School Board will not tolerate discrimination or harassment, including sexual and ethnocultural harassment in any workplace of the Board.

Niagara Catholic District School Board recognizes Workplace Harassment ~~as to mean;~~ engaging in a course of vexatious comments or conduct against a worker in a workplace that is known ~~or ought reasonably to be known~~ as unwelcome.

Workplace Harassment includes sexual harassment, defined as;

Engaging in a course of vexatious comment, in any form, or conduct against a worker in a workplace because of, gender, sexual orientation, gender identity or gender expression, where the course of comment of conduct is known or ought reasonably to be known as unwelcome or;

Making a sexual solicitation or advance, in any form, where the person making the solicitation or advance is in a position to confer, grant or deny a benefit of advancement to the worker and the person knows or ought reasonably to know that the solicitation or advance is unwelcome.

Workplace Harassment ~~also~~ includes ethnocultural harassment, defined as;

One or a series of unwanted, unsolicited remarks, behaviours or communications, in any form, directed toward an individual or members of an identifiable group because of a prohibited ground of discrimination.

The Board believes that the eradication of harassment in the school/workplace is the joint obligation of the employer and the employee. Therefore, any employee who becomes aware of a harassment situation ~~of any kind between employees~~ has a responsibility to draw appropriate attention to it. ~~Any~~ Failure to take measures to address harassment in the workplace has legal implications for the employer under the Ontario Human Rights Code.

~~When an occasion of a complaint of harassment complaint~~ arises, the Board may ~~decide to~~ achieve resolution through a formal or informal process. ~~During the process all information gathered is to be kept confidential. Information gathered during this process will be kept entirely confidential. The victim will not have to suffer from workplace gossip because of their harassment complaint. Any workplace gossip will not be tolerated.~~

~~It is the intention of the~~ **This Policy intends** to ~~and the resulting procedures to attempt to~~ protect both the complainant and the respondent. The Board **will prioritize the protection of** ~~endeavour to protect~~ the dignity,

respect, and privacy of all those involved. Each party **involved** has equal rights at all steps throughout the process.

The Board will review this policy on an annual basis, and will post this policy in the workplace along with any applicable procedures and/or related programs.

The Director of Education will issue [Administrative Operational Procedures](#) for the implementation of this policy.

**References:**

- [Municipal Freedom of Information and Protection of Privacy Act](#)
- [Occupational Health & Safety Act \(December 2009\) Bill 13](#)
- [Bill 132: Sexual Violence and Harassment Action Plan Act](#)
- [Ontario Human Rights Code 1990](#)
- [Teaching Profession Act](#)
- **Niagara Catholic District School Board Policies/Procedures**
  - [Employee Workplace Violence Policy \(201.11\)](#)
  - [Trustee Code of Conduct Policy \(100.12\)](#)
  - [Complaint Resolution Policy \(800.3\)](#)
  - [Protocol Between Niagara Region Police Service and the Niagara Catholic District School Board](#)
  - [Employee Code of Conduct & Ethics Policy \(201.17\)](#)
  - [Privacy Policy \(600.6\)](#)
  - [Records and Information Management Policy \(600.2\)](#)

<b>Adopted Date:</b>	<b>March 26, 2002</b>
<b>Revision History:</b>	<b>February 23, 2010</b> <b>February 28, 2012</b> <b>November 26, 2013</b> <b>February 24, 2015</b> <b>June 21, 2016</b> <b>May 23, 2017</b> <b>November 27, 2018</b> <b>July 10, 2019</b> <b>October 22, 2019</b> <b>April 27, 2021</b>

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD  
POLICY COMMITTEE MEETING  
MARCH 8, 2022**

**TITLE: POLICIES – PRIOR TO VETTING  
EMPLOYEE WORKPLACE VIOLENCE POLICY (201.11)**

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Prepared by: Pat Rocca, Superintendent of Education/Human Resources

Presented by: Pat Rocca, Superintendent of Education/Human Resources

Date: March 8, 2022



Niagara Catholic District School Board  
**EMPLOYEE WORKPLACE VIOLENCE POLICY**  
 STATEMENT OF GOVERNANCE POLICY

200 – Human Resources

Policy No 201.11

Adopted Date: March 26, 2002

Latest Reviewed/Revised Date: April 27, 2021

In keeping with the Mission, Vision, and Values of the Niagara Catholic District School Board, the ~~Niagara Catholic District School Board~~ is committed to providing a safe working environment in which all Employees are treated with consideration, dignity, respect, **and** equity, and in accordance with the gospel values of Jesus Christ. ~~as well as the Mission, Vision and Values of the Board.~~

The Board believes that the eradication of workplace violence in the school/workplace is the joint responsibility of the employer and the employee. Therefore, any employee who becomes aware of a potential workplace violence situation has a responsibility to ~~draw appropriate attention to it.~~ **report it immediately.**

Workplace Violence will not be tolerated ~~while an employee is conducting company business or work-related functions.~~ **under any circumstance.**

If ~~the~~ **an** employee believes they are at risk of violence in the workplace, including domestic violence, they must advise their employer and the employer ~~will take appropriate steps~~ **follow the Administrative Operational Procedures for this policy**, which may include seeking the assistance of the ~~local~~ police.

Where the occasion of workplace violence arises, the Board will achieve resolution through a formal process. During the process all information gathered is to be kept confidential.

In accordance with current legislation in the Province of Ontario, the Board will assess the risks of workplace violence ([Appendix A](#)) that may arise from the nature of the workplace, and provide relevant training, information and instruction to the employees.

This Policy is to be applied in ~~conjunction~~ **connection to** the following Board Policies **that support** dealing with employee behavior, progressive discipline, conflict resolution and school safety: Code of Conduct, Access to School Premises, Criminal Background Check, Occupational Health and Safety, Employee Workplace Harassment as well as the Police and School Board Protocol.

The Board will review this policy with respect to workplace violence, on an annual basis, and will post this policy in the workplace along with any applicable procedures and/or related programs.

The Director of Education will issue [Administrative Operational Procedures](#) for the implementation of this policy.

#### **References**

- [Bill 168: Occupational Health and Safety Amendment Act \(Violence and Harassment in the Workplace\) 2009](#)
- [Human Rights Code](#)
- [Municipal Freedom of Information and Protection of Privacy Act](#)
- [Occupational Health & Safety Act \(December 2009\)](#)
- [Workplace Violence in School Boards: A Guide to the Law](#)
- [Niagara Catholic District School Board Policies/Procedures](#)
  - [Employee Workplace Harassment Policy \(201.7\)](#)
  - [Privacy Policy \(600.6\)](#)

<b>Adopted Date:</b>	<b>April 23, 2002</b>
<b>Revision History:</b>	<b>June 15, 2010</b> <b>November 23, 2010</b> <b>December 20, 2011</b> <b>November 26, 2013</b> <b>February 24, 2015</b> <b>June 21, 2016</b> <b>May 23, 2017</b> <b>November 27, 2018</b> <b>April 27, 2021</b>

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD  
POLICY COMMITTEE MEETING  
MARCH 8, 2022**

**TITLE: POLICIES – PRIOR TO VETTING  
OCCUPATIONAL HEALTH AND SAFETY POLICY (201.6)**

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Prepared by: Pat Rocca, Superintendent of Education/Human Resources

Presented by: Pat Rocca, Superintendent of Education/Human Resources

Date: March 8, 2022





Niagara Catholic District School Board  
**OCCUPATIONAL HEALTH & SAFETY POLICY**  
STATEMENT OF GOVERNANCE POLICY

200 – Human Resources

Policy No 201.6

Adopted Date: January 29, 2002

Latest Reviewed/Revised Date: May 25, 2021

In keeping with the Mission, Vision, and Values of the Niagara Catholic District School Board, the Niagara Catholic District School Board believes that the prevention of employee occupational illness and injury, and the prevention of accidents to volunteers, students, and visitors on Board premises, is of the utmost importance. The Board, therefore, shall maintain as safe a working environment as possible and take all reasonable precautions to prevent injury or occupational illness at Niagara Catholic District School Board sites and is committed to providing a safe, respectful and healthy workplace and learning environment for all employees, students, volunteers, visitors and contractors. The Board is committed to continually improving health and safety practices and performance in compliance with the Occupational Health and Safety Act.

The Director of Education shall issue [\*Administrative Operational Procedures\*](#) for the implementation of this Policy.

**Reference**

- [\*Occupational Health and Safety Act and Regulations for Industrial Establishments, R.S.O. 2001, Chapter 0.1\*](#)

<b>Adopted Date:</b>	<b>January 29, 2002</b>
<b>Revision History:</b>	<b>December 20, 2011</b> <b>November 26, 2013</b> <b>June 21, 2016</b> <b>May 23, 2017</b> <b>November 27, 2018</b> <b>May 25, 2021</b>

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD  
POLICY COMMITTEE MEETING  
MARCH 8, 2022**

**TITLE: POLICIES – PRIOR TO VETTING  
ATTENDANCE SUPPORT PROGRAM POLICY (201.16)**

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Prepared by: Pat Rocca, Superintendent of Education/Human Resources

Presented by: Pat Rocca, Superintendent of Education/Human Resources

Date: March 8, 2022



Niagara Catholic District School Board

**ATTENDANCE SUPPORT PROGRAM POLICY**

STATEMENT OF GOVERNANCE POLICY

200 – Human Resources

Policy No 201.16

Adopted Date: June 23, 1998

Latest Reviewed/Revised Date: December 15, 2015

~~In keeping with the Mission, Vision, and Values of the Niagara Catholic District School Board, All employees of the Niagara Catholic District School Board (the “Board”) have the responsibility of contributing to the success of the organization in fulfilling its Mission, Vision and Values for students and the families it serves. To achieve the Mission of the Board, To this end, the Board is committed to both employee and organizational health, which are factors that contribute to employees’ ability to attend work, by creating and maintaining a supportive and healthy workplace for all employees. as both individual and organizational health, are important factors affecting the ability of all employees to attend work and to contribute fully to its mission. The Board recognizes the contributions of all Employees and considers it important to encourage commendable attendance. It also recognizes the disruption to student learning and continuity in program, the cost, increased disruption and burden on co-workers caused by absenteeism. For these reasons, it is essential to take a proactive approach to productivity and wellness through a supportive, transparent, and fair process.~~

The Attendance Support Program (ASP) is a supportive, **and early intervention** program that respects and protects the confidentiality and privacy of employee information. Throughout all aspects of the phased program, the Board is committed to establishing healthy relationships and working together in a mutually respectful environment that is caring of all employees. The focus of the ~~Attendance Support Program (ASP)~~ is to create, maintain and support a healthy workplace, which includes the physical and social environment, as well as personal health practices ~~by addressing workplace, wellness and promoting a healthy workplace.~~

To **fully contribute in the achievement of** the Board’s Mission, Vision, and Values, regular **and punctual** attendance by all employees is an essential expectation. It is the responsibility of all employees to manage their regular attendance in order to maintain the quality of programs and services, to students, staff and the community, as well as ensuring a fair distribution of work among colleagues, **and thus a safe and healthy workplace.** All employees have a responsibility to ensure their **regular and punctual attendance.** ~~optimal and consistent regular and prompt attendance at work so as to fulfill their duties and responsibilities. Through a supportive process, the Board will ensure the regular monitoring of attendance of all employees as part of the board’s duties and fiscal responsibilities. We believe that absences can be minimized through prevention, early intervention and individual case management, and that employee attendance issues are best resolved in a caring, positive and supportive manner.~~

This ~~ASP Attendance Support Program~~ combines prevention, intervention and supportive assistance to achieve the goals of personal and workplace wellness. **By fostering an environment that encourages support of employees and promoting a healthy work environment, this program should also improve the quality of service to students through consistent and regular attendance of employees at work.**

The ~~Niagara Catholic District School Board Attendance Support Program~~ ASP is built upon the following principles:

- ~~a. To encourage optimal and consistent attendance at work by supporting all staff in a sensitive, caring and compassionate manner.~~
  - ~~b. To provide assistance to all employees who are absent from work by utilizing effective practices, supports and return to work procedures.~~
  - ~~c. To hold all staff accountable through a subsidiary approach for responding to absenteeism by an employee's immediate supervisor.~~
  - ~~d. The Attendance Support Program (ASP) will comply with the legislated Short Term Sick Leave and Disability Plan.~~
  - ~~e. Through objective standards, culpable absences will be managed through the independent process consistent with the Collective Agreement, Terms and Conditions of Employment and the Education Act.~~
  - ~~f. To apply this program in a manner consistent with the Ontario Human Rights Code and any other applicable legislation.~~
- a. To provide support and assistance to employees who are absent from work and to enable them to attend work regularly and productively.
  - b. To utilize effective and successful practices, supports and return to work procedures and resources.
  - c. To ensure that all employees of the Board are aware of and receive the appropriate support(s) available to them.
  - d. To encourage regular attendance at work through the proactive use of supportive and preventative measures.
  - e. To ensure this program is applied in a manner consistent with the Ontario Human Rights Code and any other applicable legislation, Collective Agreement or Terms and Conditions.

The Director of Education will issue [Administrative Operational Procedures](#) for the implementation of this policy.

**References:**

- [Employment Standards Act](#)
- [Municipal Freedom of Information and Protection of Privacy Act](#)
- [Ontario Human Rights Code](#)
- [Workplace Safety and Insurance Act](#)
- [Employee Assistance Program \(EAP\)](#)
- [Education Act and Regulations](#)
- [Niagara Catholic District School Board Policies/Procedures/Documents](#)
  - [Equity and Inclusive Education Policy \(100.10\)](#)
  - [Employee Code of Conduct and Ethics Policy \(201.17\)](#)
  - [Employee Workplace Harassment Policy \(201.7\)](#)
  - [Accessibility Standards Policy \(800.8\)](#)
  - [Collective Agreements](#)
  - [Terms and Conditions](#)

<b>Adopted Date:</b>	<b>November 27, 2012</b>
<b>Revision History:</b>	<b>January 28, 2014</b> <b>December 15, 2015</b>

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD  
POLICY COMMITTEE MEETING  
MARCH 8, 2022**

**TITLE: POLICIES – PRIOR TO VETTING  
RELIGIOUS ACCOMMODATION POLICY (100.10.1)**

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Prepared by: Joseph Zaroda, Associate Superintendent of Education

Presented by: Joseph Zaroda, Associate Superintendent of Education

Date: March 8, 2022



Niagara Catholic District School Board  
**RELIGIOUS ACCOMMODATION POLICY**  
 STATEMENT OF GOVERNANCE POLICY

100 – Board

Policy No 100.10.1

Adopted Date: June 15, 2010

Latest Reviewed/Revised Date: December 17, 2019

In keeping with the Mission, Vision and Values of the Niagara Catholic District School Board (~~the Board~~), the Board ~~believes in the dignity of all individuals and their equality as children of God. In accordance with the Teaching of the Catholic Church, the Board is committed to foster a safe, inclusive and equitable learning environment that promotes acceptance and protects individuals from discrimination and harassment on the basis of their religious belief. the values of freedom of religion and freedom from discriminatory or harassing behaviours based on religion and will take all reasonable steps to provide religious accommodations within the legal rights afforded to the Catholic school system. Such accommodations will be provided to staff, students and their families. It is understood that all students registered in Niagara Catholic schools acknowledge that the school community proclaims, celebrates and cherishes its Catholic identity and traditions and that staff will teach the curriculum from a Catholic perspective. At the same time, the school is enriched and is committed to providing an environment that is inclusive, safe and free of barriers based on religion.~~

~~The Board believes in the dignity of all people and their equality as children of God. The Board recognizes the importance of freedom of religion and strives to recognize, value and honour the many customs, traditions and beliefs that make up the Catholic community.~~

~~Freedom of religion is an individual right and a collective responsibility. The Board recognizes acknowledges that freedom of religion is an individual right and a collective responsibility, the importance of freedom of religion and strives to identify recognize, value and honour the many customs, traditions and beliefs that make up the Catholic school community. The Board will take all reasonable steps to provide religious accommodations to staff, students and their families within the framework of the gospel values, Catholic traditions, and the denominational rights of the Catholic school system.~~

~~The Board commits to work with the community it serves to foster an inclusive learning environment that promotes acceptance and protects individuals from discrimination and harassment on the basis of their religion.~~

~~The Board and its staff are is committed to the elimination of discrimination as outlined in relevant Provincial and Federal legislation in a manner which is consistent with the exercise of its denominational rights under section 93 of the *Constitution Act, 1867* and as recognized in section 19 of the Ontario *Human Rights Code (the “Code”)*.~~

~~In accordance with the Catholic Church’s teachings, it is the policy of the Board to provide, in all its operations, an educational environment which promotes and supports diversity within its Catholic community as well as the equal attainment of life opportunities for all students, staff, parents and other members of that community.~~

The Director of Education shall issue [\*Administrative Operational Procedures\*](#) for the implementation of this policy.

### **References:**

- [\*Canadian Charter of Rights and Freedoms\*](#)
- [\*Constitution Act, 1867\*](#)
- [\*Education Act\*](#)
- [\*Education Act – R.R.O. 1990, Regulation 298, “Operation of School-General” s 27-29, under the heading “Religion in Schools”\*](#)

- [\*Ontario's Equity and Inclusive Education Strategy\*](#)
- [\*Ontario Human Rights Commission – Human Rights at Work\*](#)
- [\*Ontario Human Rights Code\*](#)
- [\*Ontario Human Rights Commission – Policy on Preventing Discrimination based on Creed\*](#)
- [\*Ministry of Education - Policy/Program Memorandum No. 108, Opening or Closing Exercises in Public Elementary and Secondary Schools\*](#)
- [\*Ministry of Education - Policy/Program Memorandum No. 119, Developing and Implementing Equity and Inclusive Education Policies in Ontario Schools\*](#)
- [\*Ministry of Education- Policy/Program Memorandum No. 162, Exemption from Instruction related to the Human Development and Sexual Health Expectations in The Ontario Curriculum: Health and Physical Education, Grades 1-8, 2019\*](#)
- [\*Ontario Schools: Kindergarten to Grade 12: Policy and Program Requirements 2016\*](#)
- [\*Multi-Faith Manual, Canadian Multi-Faith Federation\*](#)
  
- *Niagara Catholic District School Board Policies/Procedures*
  - [\*Equity and Inclusive Education Policy \(100.10\)\*](#)
  - [\*Elementary Standardized Dress Code Policy \(Safe Schools\)\(302.6.10\)\*](#)
  - [\*Dress Code – Secondary Uniform Policy \(Safe Schools\)\(302.6.6\)\*](#)
  - [\*Opening or Closing Exercises \(302.6.1\) Administrative Operational Procedures\*](#)

<b>Adopted Date:</b>	<b>June 15, 2010</b>
<b>Revision History:</b>	<b>November 23, 2010</b> <b>June 21, 2016</b> <b>December 17, 2019</b>

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD  
POLICY COMMITTEE MEETING  
MARCH 8, 2022**

**TITLE: POLICIES – PRIOR TO VETTING  
BULLYING PREVENTION AND INTERVENTION POLICY  
(302.6.8)**

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Prepared by: Domenic Massi, Associate Superintendent of Education

Presented by: Domenic Massi, Associate Superintendent of Education

Date: March 8, 2022





Niagara Catholic District School Board

## **BULLYING PREVENTION AND INTERVENTION POLICY**

### STATEMENT OF GOVERNANCE POLICY

300 – Schools/Students

Policy No 302.6.8

Adopted Date: November 25, 2003

Latest Reviewed/Revised Date: April 27, 2021

In keeping with the Mission, Vision and Values of the Niagara Catholic District School Board, the Board is committed to creating and sustaining schools and workplaces that are Christ-centred, healthy, safe, and inclusive, ~~and where all members are accepted and welcomed in safe teaching, learning and working environments,~~ free from any form of bullying. The principles of equity and inclusive education are embedded in teaching and learning environments to support a positive school climate and a culture of mutual respect, **where all members are accepted and welcomed.**

~~The Board promotes and supports positive behaviours that reflect Catholic Gospel values, the Ontario Catholic School Graduate Expectations, and the provincial and Board Codes of Conduct.~~ **Relocated below**

The Board acknowledges that any form of bullying including cyber-bullying, **intentional or unintentional, direct or indirect, real or perceived power of imbalances between individuals or groups, has the potential to negatively adversely affects a student's learning, attendance, safety/sense of safety, sense of self-worth, and overall mental health and well-being.** ~~, and ability to learn, adversely affects the school climate, including healthy relationships.~~ The Board promotes and supports positive behaviours that reflect Catholic Gospel values, the Ontario Catholic School Graduate Expectations, and the provincial and Board Codes of Conduct.

**Bullying, including cyber-bullying, is a serious issue and is not acceptable in the school environment (including virtual).** ~~Any form of bullying will not be accepted on school property and sites, transportation, at school-related activities, or in any other circumstances where engaging in bullying that~~ will have a negative impact on the school climate, **including healthy relationships.** Therefore, all members of the school community, staff, students, parents/guardians and visitors, are expected to be respectful to one another at all times ~~and are responsible to create and maintain, safe, inclusive and accepting school environments and work environments free from bullying.~~

The Board Bullying Prevention and Intervention Plan ~~has been~~ **is developed and reviewed** in consultation with **all** stakeholders, **is implemented in all Niagara Catholic schools** and is available on **the Board and school websites.**

The Director of Education will issue [\*Administrative Operational Procedures\*](#) for the implementation of this Policy.

#### **References**

- [\*Accepting Schools Act\*](#)
- [\*Accessibility for Ontarians with Disabilities Act 2005\*](#)
- [\*Caring and Safe Schools in Ontario\*](#)
- [\*Child & Family Services Review Board\*](#)
- [\*Child, Youth and Family Services Act 2017\*](#)
- [\*Education Act and Regulations\*](#)
- [\*English Language Learners ESL and ELD Programs and Services\*](#)
- [\*Municipal Freedom of Information and Protection of Privacy Act\*](#)
- [\*Ontario Catholic School Graduation Expectations\*](#)
- [\*Ontario's Equity and Inclusive Education Strategy\*](#)
- [\*Ontario First Nations, Métis and Inuit Education Policy Framework\*](#)
- [\*Ontario Human Rights Code\*](#)

- [Ontario Student Record \(OSR\) Guideline, 2000 \(Revised 2020\)](#)
- [Policy/Program Memorandum 119: Developing and Implementing Equity and Inclusive Education Policies in Ontario](#)
- [Policy/Program Memorandum 120: Reporting Violent Incidents to the Ministry of Education](#)
- [Policy/Program Memorandum 128: The Provincial Code of Conduct and School Board Codes of Conduct-Issued October 17, 2018](#)
- ~~[Policy/Program Memorandum 144: Bullying Prevention and Intervention-Issued October 17, 2018](#)~~
- [Policy/Program Memorandum 144: Bullying Prevention and Intervention-Issued November 25, 2021](#)
- [Policy/Program Memorandum 145: Progressive Discipline and Promoting Positive Student Behaviour –Issued October 17, 2018](#)
- [Provincial Code of Conduct](#)
- [Regulation 472/07: Behaviour, Discipline and Safety of Pupils](#)
- [Smoke-Free Ontario Act 2017](#)

#### **Niagara Catholic District School Board Policies/Procedures/Documents**

- [Access to Board Premises \(302.6.3\) AOP](#)
- [Accessibility Standards Policy \(800.8\)](#)
- [Bullying Prevention and Intervention Policy \(302.6.8\)](#)
- [Catholic School Councils \(800.1\) AOP](#)
- [Code of Conduct Policy \(302.6.2\)](#)
- [Complaint Resolution Policy \(800.3\)](#)
- [Criminal Background Check \(302.6.7\) AOP](#)
- [Dress Code – Secondary Uniform Policy \(302.6.6\)](#)
- [Electronic Communications System \(Students\) \(301.5\) AOP](#)
- [Elementary Standardized Dress Code Policy-Safe Schools \(302.6.10\)](#)
- [Equity and Inclusive Education Policy \(100.10\)](#)
- [Niagara Catholic Parent Involvement Committee Policy \(800.7\)](#)
- [Ontario Student Record \(301.7\) AOP](#)
- [Opening or Closing Exercises \(302.6.1\) AOP](#)
- [Progressive Student Discipline \(302.6.9\) AOP](#)
- [Privacy Policy \(600.6\)](#)
- [Records and Information Management Policy \(600.2\)](#)
- [Safe Arrival \(302.6\) AOP](#)
- [Safe Physical Intervention with Students \(301.8\) AOP](#)
- [Safe and Accepting Schools Policy \(302.6\)](#)
- [Student Expulsion Policy \(302.6.5\)](#)
- [Student Suspension \(302.6.4\) AOP](#)
- [Student Transportation Policy \(500.2\)](#)
- [Volunteering in Catholic Schools \(800.9\) AOP](#)
- [Protocol between Niagara Catholic District School Board and Family and Children’s Services Niagara](#)
- [Protocol Between the Niagara Regional Police Service and the Niagara Catholic District School Board](#)

<b>Adopted Date:</b>	<b>November 25, 2003</b>
<b>Revision History:</b>	<b>February 1, 2008</b> <b>June 17, 2008</b> <b>September 18, 2008</b> <b>January 26, 2010</b> <b>April 27, 2010</b> <b>February 26, 2013</b> <b>October 28, 2014</b> <b>June 18, 2019</b> <b>April 27, 2021</b>

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD  
POLICY COMMITTEE MEETING  
MARCH 8, 2022**

**TITLE: POLICY REVIEW SCHEDULE**

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The Policy Review  
Schedule is presented for information.

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Prepared by: Camillo Cipriano, Director of Education/Secretary-Treasurer  
Presented by: Camillo Cipriano, Director of Education/Secretary-Treasurer  
Date: March 8, 2022



# GOVERNANCE POLICY REVIEW SCHEDULE

SEPTEMBER 2021 - JUNE 2022

Updated: Updated: January 26, 2022

SORTED BY POLICY COMMITTEE MEETING DATE				
Policy Issued	Reviewed Revised	Policy #	POLICY NAME	Prior to Vetting
				After Vetting
2016	2020	100.15	Naming of a Board Facility, Designated Area or Chapel	September 2021
2011	2017	100.13	Trustee Expenses & Reimbursement	September 2021
2010	2017	100.11	Trustee Honorarium	November 2021
2019	2019	302.1	Supporting Children and Students with Prevalent Medical Conditions	November 2021
1998	2020	100.5	Establishment and Cyclical Review of Policies	November 2021
2016	2020	100.15	Naming of a Board Facility, Designated Area or Chapel	November 2021
2011	2017	100.13	Trustee Expenses & Reimbursement	November 2021
2012	2017	800.8	Accessibility Standards	January 2022
2016	2020	100.15	Naming of a Board Facility, Designated Area or Chapel	January 2022
2010	2017	100.11	Trustee Honorarium	January 2022
2019	2019	302.1	Supporting Children and Students with Prevalent Medical Conditions	January 2022
1998	2020	100.5	Establishment and Cyclical Review of Policies	January 2022
2002	2021	201.7	Employee Workplace Harassment *	March 2022
2002	2021	201.11	Employee Workplace Violence *	March 2022
2002	2021	201.6	Occupational Health & Safety *	March 2022
2012	2015	201.16	Attendance Support Program	March 2022
2010	2019	100.10.1	Religious Accommodation	March 2022
2003	2021	302.6.8	Bullying Prevention and Intervention	March 2022
2012	2017	800.8	Accessibility Standards	March 2022
1997	2021	100.1	Board By-Laws	April 2022
2017	2017	600.6	Privacy	May 2022
2002	2021	201.7	Employee Workplace Harassment *	May 2022
2002	2021	201.11	Employee Workplace Violence *	May 2022
2002	2021	201.6	Occupational Health & Safety *	May 2022
2012	2015	201.16	Attendance Support Program	May 2022
2010	2019	100.10.1	Religious Accommodation	May 2022
2003	2021	302.6.8	Bullying Prevention and Intervention	May 2022

\* Ministry of Labour Compliance Annual Review

SORTED BY BOARD MEETING DATE				
Policy Issued	Reviewed Revised	Policy #	POLICY NAME	BOARD MEETING DATE
				2011
2016	2020	100.15	Naming of a Board Facility, Designated Area or Chapel	January 2022
2010	2017	100.11	Trustee Honorarium	January 2022
2019	2019	302.1	Supporting Children and Students with Prevalent Medical Conditions	January 2022
1998	2020	100.5	Establishment and Cyclical Review of Policies	January 2022
2012	2017	800.8	Accessibility Standards	March 2022
2017	2017	600.6	Privacy	May 2022
2002	2021	201.7	Employee Workplace Harassment *	May 2022
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2002	2021	201.6	Occupational Health & Safety *	May 2022
2012	2015	201.16	Attendance Support Program	May 2022
2010	2019	100.10.1	Religious Accommodation	May 2022