



CODE OF CONDUCT/ANTI-BULLYING POLICY

1) Our Context: A Parental School

Parents have the primary responsibility for the education of their children. God has given authority over children to parents, also in the area of education (see Genesis 18:19, Deuteronomy 6, Psalm 78, Prov. 22:6, Eph.6:1-4). The task of the school can be distinguished from that of the home and the church, but it shares in a common purpose with them to tell the next generation about the deeds of the Lord so that they, too, may set their hope in God (Psalm 78). The task of the school is distinct from those of the home and the church. When home, school, and church are united in this aim, the work of the one institution has life-giving consequences for the spiritual well-being of the others. The task of the school, therefore, is closely bound to the church's confession about the communion of saints (LD 21, Q&A 55).

In order for education to be most effective, there must be uniformity of purpose and direction between home, school, and church. To achieve this, parents belonging to Canadian Reformed Churches of Coaldale and Taber have established a school society and elected a parental board to operate and maintain Coaldale Christian School. The aim of Coaldale Christian School is to raise God's covenant children in the fear of the LORD.

The Reformed Christian worldview, as it is taught in the Canadian Reformed and United Reformed Churches, will be upheld and promoted in all aspects of school life. Daily instruction in the school will be in accordance with the directives of the society and subject to Holy Scriptures, as summarized in the Belgic Confession, Heidelberg Catechism, and Canons of Dort.

2) General Aims of Education at Coaldale Christian School

- To assist the parents in their task of bringing up their children in the fear of the Lord, the only true source of knowledge and wisdom.
- To assist the parents in revealing and declaring to their children their Triune God, who wishes to be known by them so that they may rightly confess, serve, and honour Him in their given office.
- To assist the parents in enabling and encouraging children to fulfill their cultural tasks to the best of their ability, both now and later in life.
- To assist the parents in the instruction of their children in these important areas of knowledge: Bible and confessions, Church History, arts, Canadian and world studies, language, mathematics, physical education and science.



- To assist parents in teaching their children to develop a Christian mind and Christian discernment capable of evaluating philosophies and ideologies through the lens of God's infallible and inerrant Word.
- To assist the parents in equipping their children in their lifelong calling as prophet, priest and king.

3) Principles for Implementation of Safe Teaching and Learning Policy

While holding to the aforementioned foundational statements, purpose, and aims the Coaldale Christian School Society is committed to continue to implement measures that will:

1. Ensure policies, procedures and programs help create a safe and caring learning and teaching environment in the school.
2. Define appropriate and inappropriate behaviours, language, and actions in order to prevent bullying, violence, prejudice, intimidation and harassment through greater awareness of, and responsiveness to, their harmful effects.
3. Ensure that all such inappropriate behaviours and complaints be taken seriously, documented, dealt with expeditiously and effectively through consistently applied policy and procedures.
4. Provide avenues of recourse to students and staff when they are victims of harassment, prejudice, intimidation, bullying and/or violence.

When implementing these policy directions, the Board of Coaldale Christian School will adhere to the Society's Constitution and vision and to the following principles:

1. All staff at Coaldale Christian School are expected to promote and uphold a Reformed Christian worldview in all aspects of school life, both inside and outside of the classroom.
2. Teachers at Coaldale Christian School are permitted to describe and explain Christian doctrine and ethical beliefs from a Reformed Christian perspective, and cannot be required to adopt a neutral position. But teachers will describe and explain the ethical beliefs and doctrines of other worldviews and religions in a respectful way.
3. Teachers will maintain a respectful tone of debate — both by conveying their own contributions in a respectful way, and by ensuring that the dialogue in the school proceeds in accordance with respect, tolerance and understanding for those with different beliefs and practices.
4. Where the context of the classroom discussion requires it, teachers may identify what Reformed Christian beliefs are, why Reformed Christians follow those beliefs, and the ways in which another specific ethical or doctrinal proposition does not accord with those beliefs.
5. Teachers are not expected to teach ethics or religious doctrines that are contrary to the Reformed Christian view in a way that portrays them as equally credible or worthy of belief. Respect, tolerance, and understanding are all properly required, and the highlighting of differences must not give rise to denigration or derision. However,



ensuring that all viewpoints are regarded as equally credible or worthy of belief would require a degree of disconnect from, and suppression of, Coaldale Christian School's own religious perspective, and would be incompatible with freedom of religion.

4) Code of Conduct:

At Coaldale Christian School all students and staff members are to be treated with the utmost of respect and care. Staff members, students and visitors, are to be treated to a safe, caring and respectful environment in a manner consistent with the school society's founding principles, with the guidelines articulated in this policy (point 3 above), as well as the Alberta Human Rights Act.

Any and all discrimination on the basis of an individual's race, colour, ancestry, place of origin, religious beliefs, gender (including pregnancy, sexual harassment, and gender identity), physical disability, mental disability, marital status, family status (rich or poor), or sexual orientation (LGTBQ) will not be tolerated at Coaldale Christian School. This includes incidents of bullying within the school building, during the school day, or through electronic means.

5) Promoted Positive Activities:

In an effort to help ensure that all students are able to experience such an environment, Coaldale Christian School promotes the establishment of voluntary student organized clubs as long as this is done in a respectful fashion and in conformance with the vision and guiding principles of the school. It is incumbent that schools stimulate their students to take an active role in society and that we are instrumental in developing our students to become critical thinkers who will be the future leaders of society.

6) Discipline:

- a) Any violation of this code of conduct by students may result in a suspension from school and school sponsored activities. Disciplinary action will be decided upon by the administration and, if necessary, the school board, and will reflect the nature of the incident as well as the age and maturity of the child(ren) involved.
- b) Staff members found to be in violation of this policy may also face disciplinary action up to and including termination of employment.



7) Support for Victims:

- a) Coaldale Christian School is committed to supporting any students or staff members that have been the recipient of inappropriate and/or discriminatory conduct. The student or staff member will receive any support possible through the school and our guidance department.
- b) In the case that more extensive assistance is required; the school will enlist the support of local professionals.