

Westwood Senior



ABAV Plan

2023-2024

Anti-Bullying and Anti-Violence Plan

Lester B. Pearson School Board

Oct 24, 2023

DATE OF GOVERNING BOARD APPROVAL

GOALS OF THE ANTI-BULLYING AND ANTI-VIOLENCE (ABAV) PLAN

- In compliance with the [Quebec Education Act](#) (QEA), the main purpose of the ABAV plan must be to prevent and stop all forms of bullying and violence targeting a student, a teacher or any other school staff member. This plan specifies the duties and responsibilities of the relevant parties of the school **community** and the school **partners** in achieving this.

- Outline the responsibilities of all parties towards the elimination of bullying and violence in the school community, including the responsibility of parents to promote a positive and respectful school climate inside and outside school.

- School boards must see to it that each of their schools provides a healthy and secure learning environment that allows every student to develop their full potential, free from any form of bullying or violence.

- School boards must also ensure a healthy and secure working environment for their staff, and the staff must participate in ensuring a safe and respectful working climate.

- The plan is designed to support the optimal conditions required to guarantee the fundamental right to dignity, equality, and integrity, while respecting the unique character of each individual.

School Community Parties:

Students, Staff, School Administration, School Board, Governing Boards, & Parents.

School Partners:

Outside organizations including but not limited to bus companies, coaches, & volunteers.

"The Lester B. Pearson School Board believes that everyone in its community is entitled to a safe, healthy, secure, respectful and caring environment. The School Board believes that education should prepare our students for a responsible life in a free society, in a spirit of understanding, peace, tolerance, and equality of sexes based on the principles of respect, diversity and inclusion."

-LBPSB Policy on Safe and Caring Schools

DEFINITIONS as applied in ABAV

Bullying

- “the word “bullying” means any repeated direct or indirect behaviour, comment, act, or gesture, whether deliberate or not, including in cyberspace, which occurs in a context where there is a **power imbalance** between the persons concerned and which causes distress and injures, hurts, oppresses, intimidates or ostracizes” ([art. 13, par. 1.1, QEA](#)).

Violence

- “The word “violence” means any **intentional** demonstration of force of a verbal, written, physical, psychological or sexual nature which causes distress and injures, hurts, or oppresses a person by attacking their psychological or physical integrity or well-being, or their rights or property” ([art. 13, par. 3, QEA](#)).

Sexual Violence

- “The concept of sexual violence refers to any form of violence committed through sexual practices or by targeting sexuality, including sexual assault. It also refers to any other misconduct, including that relating to sexual and gender diversity, in such forms as unwanted direct or indirect gestures, comments, behaviours or attitudes with sexual connotations, including by technological means.”
<https://www.legisquebec.gouv.qc.ca/en/document/cs/p-22.1>

Racism

- “Corresponds to the “set of ideas, attitudes and actions whose purpose is to make ethnocultural and national groups feel inferior socially, economically, culturally and politically, thereby preventing them from benefitting fully from the advantages to which all citizens are entitled.” Racist discourse is usually based on real or presumed physical and cultural differences.” ([MIDI, 2015](#))

Discrimination

- “Every person has a right to full and equal recognition and exercise of his human rights and freedoms, without distinction, exclusion or preference based on race, colour, sex, gender identity or expression, pregnancy, sexual orientation, civil status, age except as provided by law, religion, political convictions, language, ethnic or national origin, social condition, a handicap or the use of any means to palliate a handicap. Discrimination exists where such a distinction, exclusion or preference has the effect of nullifying or impairing such right.” ([Charter of Human Rights and Freedoms, section 10](#))

Parent

- “the word “parent” means the person having parental authority or, unless that person objects, the person having custody de facto of the student” ([art. 13, QEA](#))

Elements of the ABAV Plan *(art. 75.1, QEA)*

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| Element 1 | <u>an analysis of the situation</u> prevailing at the school with respect to bullying and violence; | pg. |
| Element 2 | <u>prevention measures</u> to put an end to all forms of bullying and violence, in particular those motivated by racism or homophobia or targeting sexual orientation, sexual identity, a handicap or a physical characteristic; | pg. |
| Element 3 | <u>measures to encourage parents to collaborate</u> in preventing and stopping bullying and violence and in creating a healthy and secure learning environment; | pg. |
| Element 4 | <u>procedures for reporting, or registering a complaint</u> concerning, an act of bullying or violence to or with the institution and, more particularly, procedures for reporting the use of social media or communication technologies for cyberbullying purposes; | pg. |
| Element 5 | <u>the actions to be taken</u> when a student, teacher or other school staff member or any other person observes an act of bullying or violence; or when a report or complaint is sent to the institution by the regional student ombudsman. | pg. |
| Element 6 | measures to <u>protect the confidentiality</u> of any report or complaint concerning an act of bullying or violence; | pg. |
| Element 7 | <u>supervisory or support measures</u> for any student who is a victim of bullying or violence, for witnesses and for the perpetrator; | pg. |
| Element 8 | specific <u>disciplinary sanctions</u> for acts of bullying or violence, according to their severity or repetitive nature; and | pg. |
| Element 9 | the required <u>follow-up</u> on any report or complaint concerning an act of bullying or violence. | pg. |
| New* Additional Element (75.1 QEA) | <u>sexual violence</u> ; compulsory training activities for management and other personnel; and safety measures to stop sexual violence. | pg. |
| Annual Evaluation | the results achieved by the school with respect to preventing and dealing with bullying and violence must be <u>evaluated</u> . | |

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Violence:

the word "violence" means any **intentional** demonstration of force of a verbal, written, physical, psychological or sexual nature which causes distress and injures, hurts, or oppresses a person by attacking their psychological or physical integrity or well-being, or their rights or property

Items in **YELLOW** indicate Bill 9 additions

1. ANALYSIS OF THE SITUATION

Description of the findings that emerge from the situation analysis with respect to bullying and violence

OurSchool Survey Results show that the female population of students are significantly impacted in terms of;

- sense of belonging
- anxiety and depression
- feeling safe at school

and the male student population are significantly lower than average for sense of belonging.

Levels of bullying align closely with the National average. It is also noted that feeling safe at school does not correlate to bullying but rather correlates with anxiety and depression and a sense of belonging.

Priorities identified with respect to bullying and violence

At Westwood Sr, our priority will be to focus on fostering a sense of belonging among our student population in order to help reduce anxiety and depression and increase feeling safe at school.

2. PREVENTION MEASURES

LBPSB sanctions its schools and centres to carry out additional measures to promote Equity, Diversity, Dignity, and Inclusion (E.D.D.I.) for all the parties of the school community and their partners.

| Obligations of the QEA | |
|---|---|
| Ensuring a Safe and Caring School Climate | The rules of conduct and the safety measures must be presented to the students during a civics session held each year by the principal in collaboration with the school staff, and must be sent to the parents at the beginning of each school year. (art.76, QEA) |
| | The principal shall see to it that all school staff members are informed of the school's rules of conduct, safety measures and anti-bullying and anti-violence measures, and of the procedure to be followed when an act of bullying or violence is observed. (art. 96.21, QEA) |
| | During the month of September each year, the principal of a school providing education to students in the second cycle of the secondary level shall see to the formation of a student committee. (art.96.5, QEA) |

| Priorities and Prevention Measures | |
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| LBPSB Priority: To promote the values of the EDDI statement | Prevention Measure(s): -increase visibility of LGBTQ safe spaces -promote inclusivity in day-to-day dialogue -host activities that celebrate and promote diversity (tasting buffet at lunch in gym, entrepreneurial pop-up shops etc) |
| School Priority: foster a sense of belonging | Prevention Measure(s): -celebrate daily achievements and efforts ("On a Roll certificates") -build more relationships between students and staff -facilitate peer-mentoring and peer tutor programs -welcome new students through <i>Meet & Greet Pizza lunch</i> in Sept) -support and encourage students through regular check ins, guidance, planning room tech, Resource -heighten schoolwide spirit and pride in school (uniform, leadership and grade level activities, building renovations) -increase community partnerships (outreach activities, WOTP, Terry Fox neighbourhood walk, H&S Craft Fair, bagging at IGA) |

3. MEASURES TO ENCOURAGE PARENTAL COLLABORATION

Parents are valuable partners and it is important to work together when it comes to taking action to prevent and stop bullying and violence. It is together that we can find the solutions. This collaboration will enable us to continue to flourish and succeed in an atmosphere of mutual respect ([LBPSB Policy on Safe and Caring Schools](#)).

Measures encouraging parent(s)/guardian(s) collaboration in preventing and stopping bullying and violence and in creating a healthy and secure learning environment.

- The Code of Conduct and the ABAV Plan will be made available to parent(s)/guardian(s); it will be posted on the school website.

"The Lester B. Pearson School Board believes that the school board's administrators, staff, parents, students and all those present in the school's environment have a responsibility to ensure that the right to be safe and secure is upheld."

-LBPSB Policy on Safe and Caring Schools

Resources

| Community Resources | Information on Violence and Bullying |
|--|---|
| <p>For Students:</p> <ul style="list-style-type: none">• Kids Help Phone: 1-800-668-6868<ul style="list-style-type: none">○ kidshelpphone.ca○ Text HELLO to 686868• cybertip.ca <p>For Parent(s)/Guardian(s) :</p> <ul style="list-style-type: none">• CLSC<ul style="list-style-type: none">○ Name :○ Address:○ Phone No. : xxx-xxx-xxxx• Service de police de la ville de Montréal (SPVM)<ul style="list-style-type: none">○ PDQ No. :○ Address:○ Phone No. : xxx-xxx-xxxx• Sûreté du Québec (SQ)<ul style="list-style-type: none">○ Post No. :○ Address:○ Phone No. : xxx-xxx-xxxx | <ul style="list-style-type: none">• Benado - Mon pouvoir sur l'intimidation• Canadian Centre for Child Protection• Canadian Red Cross- Violence and Abuse Prevention• Government of Quebec: Violence and bullying• Media Smarts• Ministère de la famille - Québec• Promoting Relationships and Eliminating Violence Network (PREVNet) |

4. PROCEDURES OF REPORTING OR REGISTERING A COMPLAINT

The LBPSB complaint procedure can be followed to make a report or register a complaint: [Link to LBPSB Complaint Procedure](#)

The procedures for reporting or registering a complaint of acts of bullying, violence, cyberbullying, and sexual violence are:

| For students | |
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| bullying, violence, cyberbullying, or sexual violence | You can ask for help for yourself or for someone else. To report a situation, you can contact any adult you trust (teacher, integration aide, daycare, principal, parent, etc.). They will be able to guide you. |
| For parent(s)/guardian(s) | |
| bullying, violence, cyberbullying, or sexual violence | Inform the principal via email, phone call, or in-person meeting. |
| For staff members | |
| bullying, violence, cyberbullying, or sexual violence | Inform the principal via email, phone call, or in-person meeting. |
| For partners, (bus drivers, volunteers, others) | |
| bullying, violence, cyberbullying, or sexual violence | Inform the principal via email, phone call, or in-person meeting. |
| Any person or enterprise providing extracurricular services to students of a school or carrying out a special school project for the provision of services other than educational services | |
| bullying, violence, cyberbullying, or sexual violence | <u>Must inform</u> the principal of the school attended by the students directly involved of any act of bullying or violence that they observe. They must also follow the prescribed training. |

The procedures for registering a complaint are:

- In the case of a complaint concerning an act of sexual violence, the principal shall also inform the student who is the victim that it is possible to refer the complaint to the [Commission des services juridiques](#). **If the student is under 14 years of age**, the principal also informs their parent(s)/guardian(s) of that option, and **if the student is 14 years of age or over**, the principal may also inform his or her parent(s)/guardian(s) of that option, with the student's consent. ([Art.96.12. QEA](#))
- It is possible to make a report or file a complaint concerning an act of sexual violence to or with the regional student ombudsman and, for a person who is dissatisfied with the follow-up on a complaint filed with the institution, to use the [complaint processing procedure](#) provided for in the Act respecting the National Student Ombudsman.
- **Regional Student Ombudsman Coordinates:**
1035, rue De La Chevrotière, 25e étage
Québec (Québec) G1R 5A5
Phone number: 1 833 420-5233
Email: info@pne.gouv.qc.ca

To find out more about the treatment of complaints procedure,
please visit the LBPSB website:

<https://www.lbpsb.qc.ca/parents-and-community/complaints-procedure/>