

Circuit Stream Learner Code of Conduct

1 | Overview

Circuit Stream is committed to providing an inclusive, welcoming, caring, respectful and safe environment that promotes the well-being of all and fosters community support for achieving this goal. We acknowledge that everyone is responsible for creating and upholding an environment where all are welcome and where promoting the dignity and rights of each and every individual is established.

2 | Purpose

The Learner Code of Conduct is intended to outline and communicate the standards of respectful and responsible non-academic learner behaviour and outline a process to resolve harmful behaviours using a fair and education focused approach.

Learners are encouraged to reach agreement with each other using informal or alternative resolutions pathways, when possible. Circuit Stream will strive to honour the ways in which our diverse learner population address and resolve harmful behaviours and will collaborate in doing so.

3 | Scope

The Code applies to:

- All Circuit Stream learners;
- All employees are responsible for being aware of the terms of the Learner Code of Conduct.

To maintain a safe learning community and a fair process, Circuit Stream may in certain cases be required to take action such as: report to law enforcement agencies, use Interim Measures, and/or assign a third-party Investigator. The outcome of any criminal or civil proceeding does not inform the application of the code.

4 | Definitions

Bullying: means repeated and hostile or demeaning behaviour by an individual in the learning community where the behaviour is intended to cause harm, fear or distress to one or more other individuals in the learning community, including psychological harm or harm to an individual's reputation.

Bullying can take many forms including but not limited to:

- Physical: pushing, hitting, etc.
- Verbal: name calling, threats, etc.
- Social: exclusion, rumours, etc.
- Cyber: using digital technology to harass, threaten, etc.

Discrimination: means an action or a decision that treats a person or a group negatively for reasons such as race, religious beliefs, colour, gender, gender identity, gender expression, physical or mental disability, age, ancestry, place of origin, marital status, source of income, family status or sexual orientation.

Harassment: means any behaviour or pattern of repeated behaviour that disparages, humiliates or harms another person, or denies an individual's dignity and respect and is demeaning or humiliating to another person.

5 | Learner Rights and Responsibilities

Circuit Stream is committed to providing learners and staff with a welcoming, inclusive, caring, respectful and safe learning environment that respects diversity and fosters a sense of community.

Learners have a responsibility to respect the rights and dignity of others and to proactively participate in promoting and fostering positive relationships with others while:

- Participating in any programs offered by Circuit Stream on a university campus;
- Participating in any online class environment;
- In any other circumstances that may impact the learning environment.

Learners are expected to behave in a manner that complies with the Learner Code of Conduct and contributes to a welcoming, caring, respectful and safe learning environment.

Examples of acceptable behaviour include, but are not limited to:

- Demonstrating respect for self, others and the learning environment through:
 - Respecting differences in people, their ideas and their opinions, including when there is disagreement;
 - Embracing all diversities;
 - Respecting the needs of others to work in an environment that is conducive to learning and teaching; and
 - Respecting the rights of others.
- Modelling positive social behaviours in all interpersonal interactions;
- Being courteous and treating each other with dignity and respect;
- Using positive and inclusive language.

Learners engaging in conduct that does not contribute to a welcoming, caring, respectful and safe environment may be required to leave the program.

Examples of unacceptable behaviour include, but are not limited to:

- Disruptive or dangerous behaviour and defiance of authority;
- Encouraging unacceptable conduct and engaging in conduct which endangers others;

- Any conduct which is injurious to the physical, social or mental well-being of others;
- Use, display, or distribution of improper, obscene or abusive language, messages, gestures or pictures;
- Discriminatory behaviour;
- Use of technology such as computers, cameras, cell phones, and other digital equipment for purposes that are illegal, unethical, immoral, or inappropriate;
- Theft, including intellectual property;
- Willful damage to property or the property of others;
- Interfering with the orderly conduct of classes, or the learning environment;

Discrimination, bullying and harassment in any form will not be tolerated. Learners who are subject to or a witness of bullying, harassment, unwanted behaviours, or conduct that interferes with maintaining a welcome, caring, respectful, inclusive and safe environment should report that conduct to an instructor, or member of Circuit Stream staff with whom they feel comfortable.

6 | Responding to Unacceptable Behaviour

Learners who are subject to or a witness of bullying, harassment, unwanted behaviours, or conduct that interferes with maintaining a welcome, caring, respectful, inclusive and safe environment should report that conduct to an instructor, or member of Circuit Stream staff with whom they feel comfortable.

All reports will be reviewed and or investigated within five (5) business days of the initial report. Circuit Stream staff will be responsible for taking lead on all actions following a report being brought forward and will involve all parties that are deemed necessary to the process. After the collection of all necessary documentation and investigation has commenced, Circuit Stream staff is responsible for communicating and enforcing any decision to the parties involved.

Responses to learner behaviour must reflect a consistent and Circuit Stream wide approach that ensures a range of fair and predictable responses to unacceptable behaviour.

Circuit Stream staff must utilise a range of interventions, supports and consequences that also include opportunities for learners to learn, make amends, and focus on improving behaviour. Circuit Stream staff shall support all learners impacted by unacceptable conduct, including but not limited to discrimination, bullying and harassment.

Circuit Stream values positivity and respect. Any form of disrespect will not be tolerated. Disrespectful behaviour by learners can lead to immediate withdrawal from the program without a refund.