

Administrative Procedure 171

THREATENING BEHAVIOUR

Background

Employees, students, parents, volunteers and other visitors will conduct themselves in a manner which promotes a learning and working environment that is free from threatening behaviour.

Definition

A threat is a declaration of intention to punish or hurt. It indicates a menace of physical or psychological harm or injury to reputation or property. The threat may be delivered in person or by phone call, letter or electronically.

Procedures

1. Threatening behaviours that could escalate into physical danger, are to be reported to the appropriate authorities.
2. Although there may be no threat of physical danger, threats of a psychological nature or those suggesting injury to reputation are to be reported to the appropriate authorities.
3. Threats of immediate physical danger are to be reported directly to the RCMP and as soon as possible thereafter to the Associate Superintendent, Human Resources and Administration.
4. Further information regarding Threat/Risk Assessment and Intervention Protocol is available on the Division website – About – Emergency Response – School Emergency Program: A Guide for Parents/Guardians.

Reference: Section 11, 52, 53, 196, 197, 222 Education Act
Alberta Human Rights Act
ATA Code of Professional Conduct
Canadian Charter of Rights and Freedoms
Canadian Human Rights Act
Child Youth and Family Enhancement Act
Criminal Code
Employment Standards Code
Individual's Rights Protection Act
Occupational Health and Safety Act
Student Record Regulation 166/2018