Code of Conduct & Child Protection Guidelines

The Code of Conduct at Greenfield College provides a comprehensive framework for discipline and conflict resolution to ensure a safe and respectful school culture and reinforce honesty, integrity, and ethical decision-making. It acts as a moral compass that guides students, teachers, administrators, parents, and workers toward a safe and productive learning environment that adopts the school's core values of citizenship, diversity, fairness, integrity, and responsibility.

A. Expectations for Adults (Faculty, Staff, Volunteers, Contractors)

1. Maintain professional boundaries with students at all times.
2. Refrain from unsupervised private conferences or calls with students.
3. Follow mandatory reporting procedures, as outlined in the teacher's handbook, when informed of students' problems or suspect or witness child abuse, neglect, or misconduct.
4. Do not reveal political or religious affiliations to students or other staff, including social media posts that are public and visible to students, as this contradicts the school's secular identity.
5. Communicate with students and each other respectfully and appropriately, avoiding intimidating and harmful language or actions.
6. Avoid physical contact unless necessary (e.g., first aid, safety-related assistance).
7. Adhere to a zero-tolerance policy on abuse, harassment, or discrimination.
8. Abide by the dress code outlined in the Teacher Handbook.
9. Do not discuss personal problems and private life with students.
10. Implement the rules of conduct outlined in the Teacher Handbook.

B. Expectations for Students

1. Treat school staff and peers with respect, fairness, kindness, and inclusivity.
2. Avoid bullying, harassment, discrimination, or physical or emotional harm.
3. Report any concerns or unsafe behaviors to a trusted adult.
4. Foster a culture of cooperation and support within the school community.
5. Abide by all the rules and regulations outlined in the Student Handbook regarding dress code, attendance, punctuality, academic integrity, digital citizenship, and communication with others.

6. Do not discuss religious and political topics with peers on the school campus, as it contradicts the school's non-religious, non-political identity.
7. Do not promote religious or political opinions or practices on the school campus.
8. Do not practice or encourage unsafe social media trends.

C. **Process for Ensuring Compliance with Code and Conduct**

1. All stakeholders should sign the child protection policy and code of conduct.
2. The school conducts thorough background checks and reference verifications for all adults working with children.
3. Students are informed of the code of conduct and student handbook and are constantly reminded of the disciplinary actions that arise from breaching them.
4. Teachers are trained to implement child protection, safety, and health policies by engaging in practical scenarios and case studies.
5. All school employees receive mandatory training on child safety, legal responsibilities, respect for privacy, and confidential reporting procedures.
6. Staff members participate in interactive workshops covering recognizing signs of abuse, handling disclosures, and responding to bullying or harassment.
7. All stakeholders are informed that any breach of the Code of Conduct is subject to disciplinary action, including warnings, retraining, suspension, or termination, depending on the severity of the violation.
8. All stakeholders should be aware that students may face disciplinary measures, including expulsion, if they encounter ""Off-Campus Violation" of the Code of Conduct.
   Off-Campus violations are defined as follows:
   1- Any violation during field trips, bus rides, and extra-curricular events.
   2- Any violation of the Code of Conduct, even off-campus, while wearing the school uniform.
   3- Sharing posts on social media that don't align with the Code of Conduct and the school's secular identity and core values, using the school's logo or name.
   4- Engaging in any violent behavior, drug-related offenses, or substance addiction, even off-campus, that could create a sense of threat within the school community.