

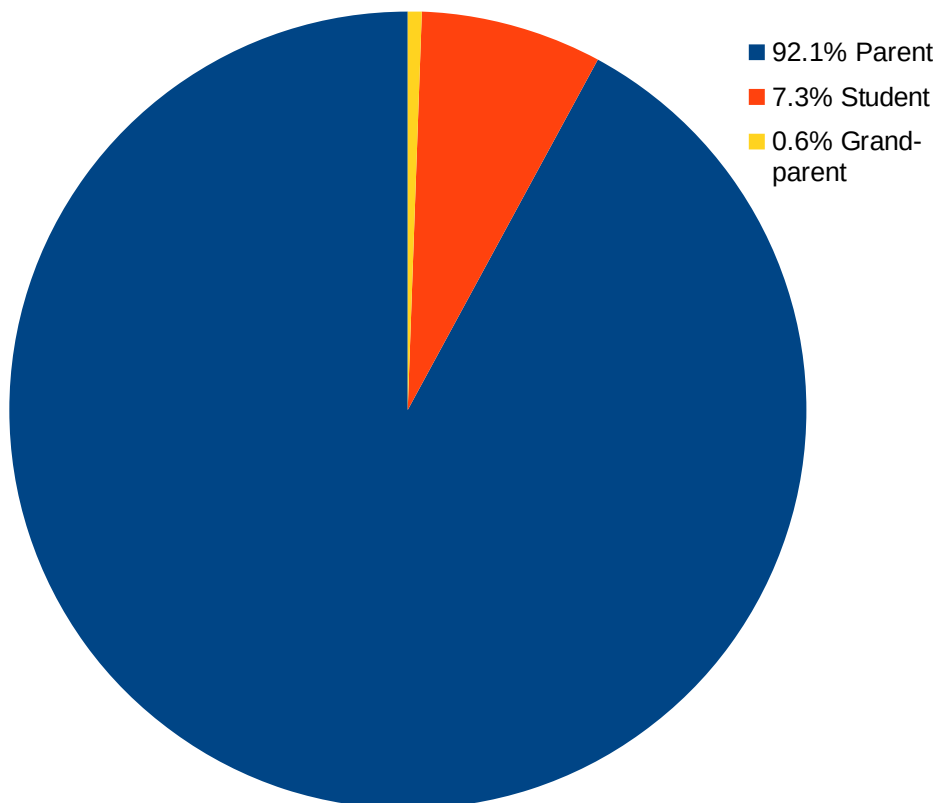
HDSB Professionalism Standards/Policy Sub-Committee

Motion:

Motion for Council to establish a sub-committee made up of no less than four (4) and no more than six (6) OTHS parents (to be appointed by Council Executive as unilaterally affirmed following a call for submissions of interest from the entire OTHS parent community) to receive comments and feedback from OTHS parents on the matter of the HDSB Professionalism Standards/Policy to be introduced by Director Curtis Ennis on March 1, 2023 for the purpose of reporting back to the Executive of the School Council for delivery to Director Ennis in accordance with the structure and mechanism which is he is to introduce and confirm as advised at the meeting of the HDSB Board of Trustees on February 15, 2023 and to report to School Council at the next scheduled meeting on April 13, 2023.

1. What is your relation to Oakville Trafalgar High School?

Parent 163, Student 13, Grandparent 1



All respondents reported to be a Parent, Student, or Family member

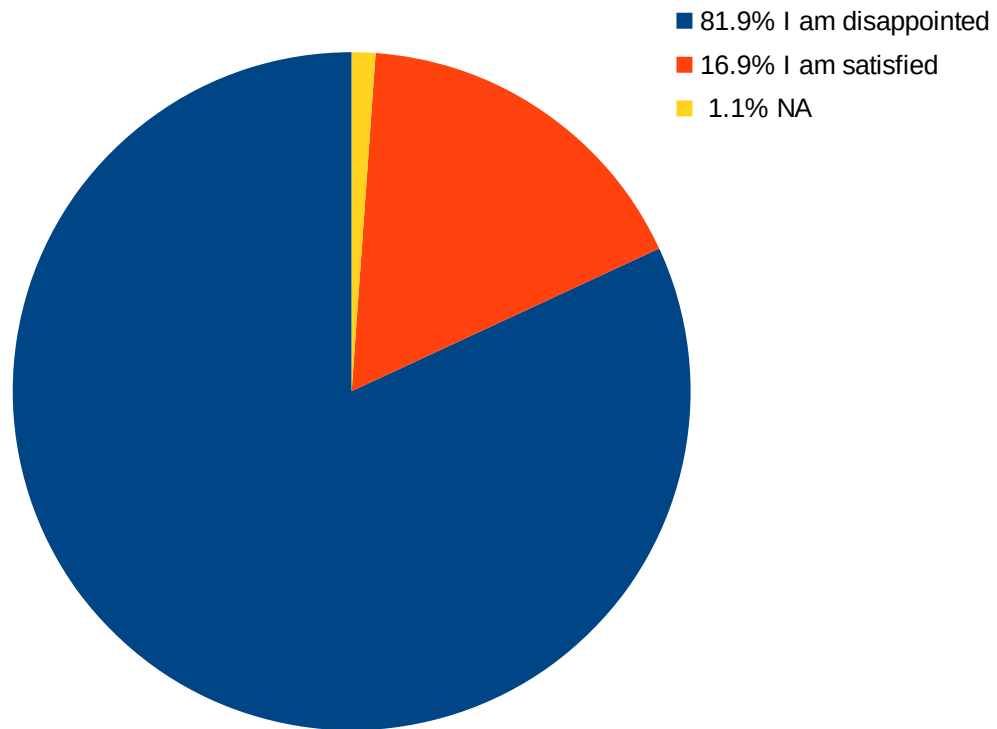
The purpose of the survey was to receive comments from parents. A variety of options were presented to help ensure we received honest feedback.

Options were:

- I'm a Parent, Present, Past, or Future (I've got children in a feeder school)
- I'm a Student, Present, Past, or Future (I'm in a feeder school)
- I'm a Grandparent or Family, Present, Past, or Future (I've got family in a feeder school)
- I'm a Teacher or Employee at OT
- I'm an Oakville Community Member
- I'm a concerned citizen

2. How satisfied are you with the results of the existing policies that address Teachers Professionalism at OT?

Disappointed 145, Satisfied 30, N/A 2



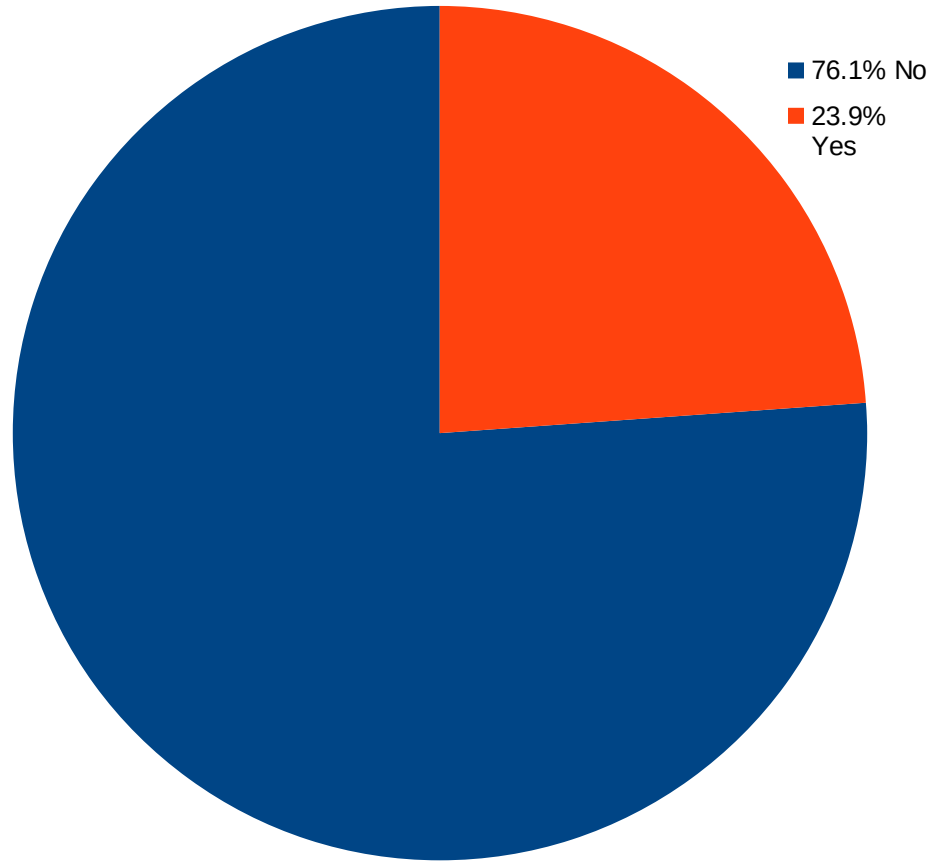
Interpreted write in answers:

- extremely disappointed and frustrated
- It's hard to take a position when there isn't specific info in the policy, it just seems to be a listing of other policies
- Joke
- I think we can do better. There needs to be some standards of professional dress for the staff. If a student can't wear it, why should a teacher be allowed to?
- I am disgusted that a small vocal minority is pushing their agenda and requires the board to compile and regurgitate pieces already in existence. This policy and exercise are unnecessary. (From a cis gendered, visible minority immigrant)
- The results don't take into account the mental health of the students and their parents affected by numerous threats to OT!
- Not really satisfied. The policy is only part of the picture and should be stronger that the education of the children is the primary role and comes first. The policy, while mentioning 'free from distraction' does not make clear any consequences nor defines what will be done to enforce the policy.

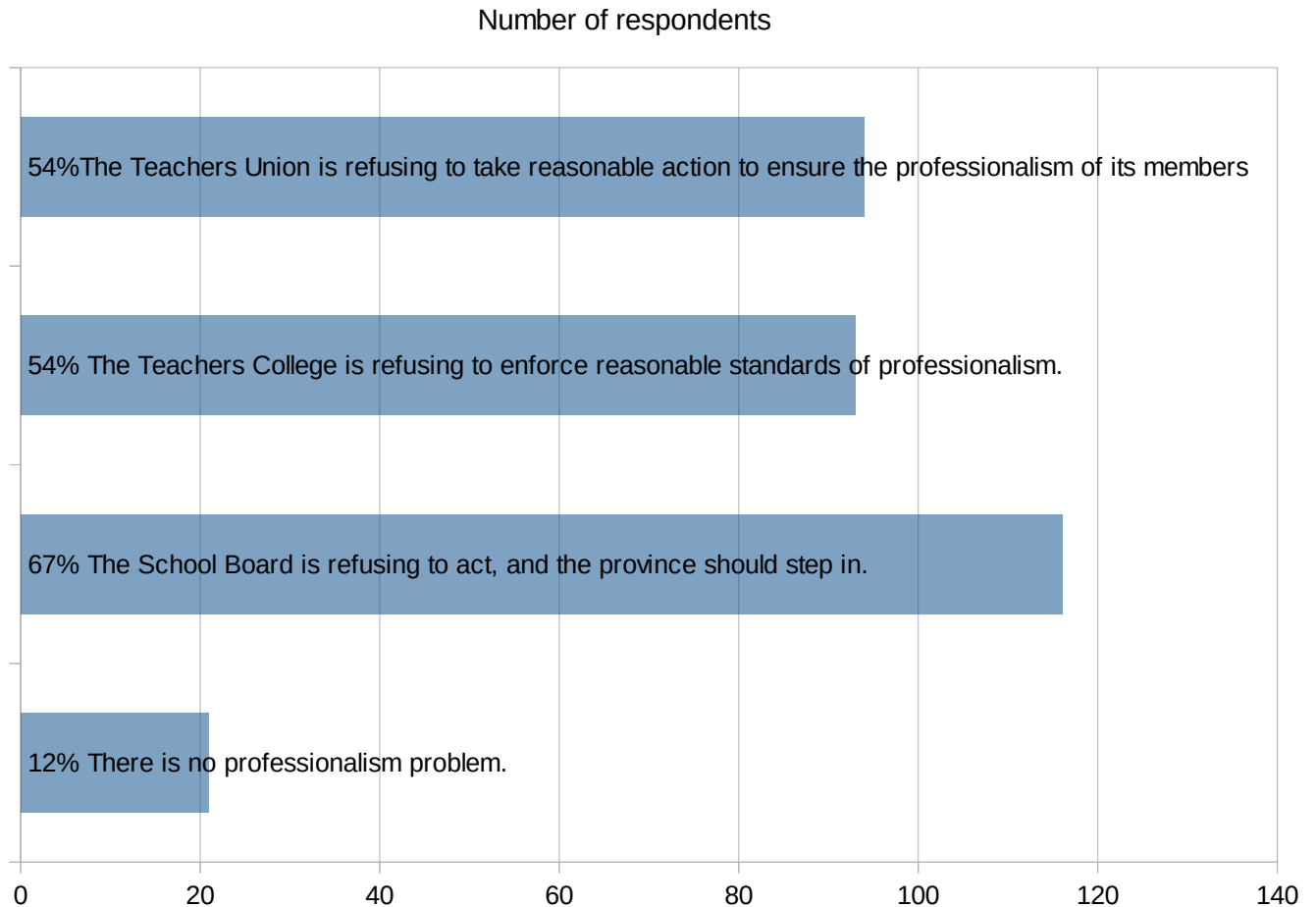
- the teacher with the fake breasts was not dressed professionally, quite aside from the prosthetic breasts.
- A blanket policy reiterating existing policies is unhelpful. The issue is that existing policies are not being followed.
- Satisfied as long as they are enforced
- Very disappointed.
- don't need a new policy
- NA

3. Having read the draft "Professionalism Policy" (linked above) do you believe that it will generate a satisfactory result?

No 134, Yes 42



4. The Ontario Teachers College says
“School Boards already have the tools they need”
regarding professionalism.



Respondents were able to choose multiple options, as well as “Other”.

12% see no professionalism problem

88% see one or more professionalism related problem

Other Comments:

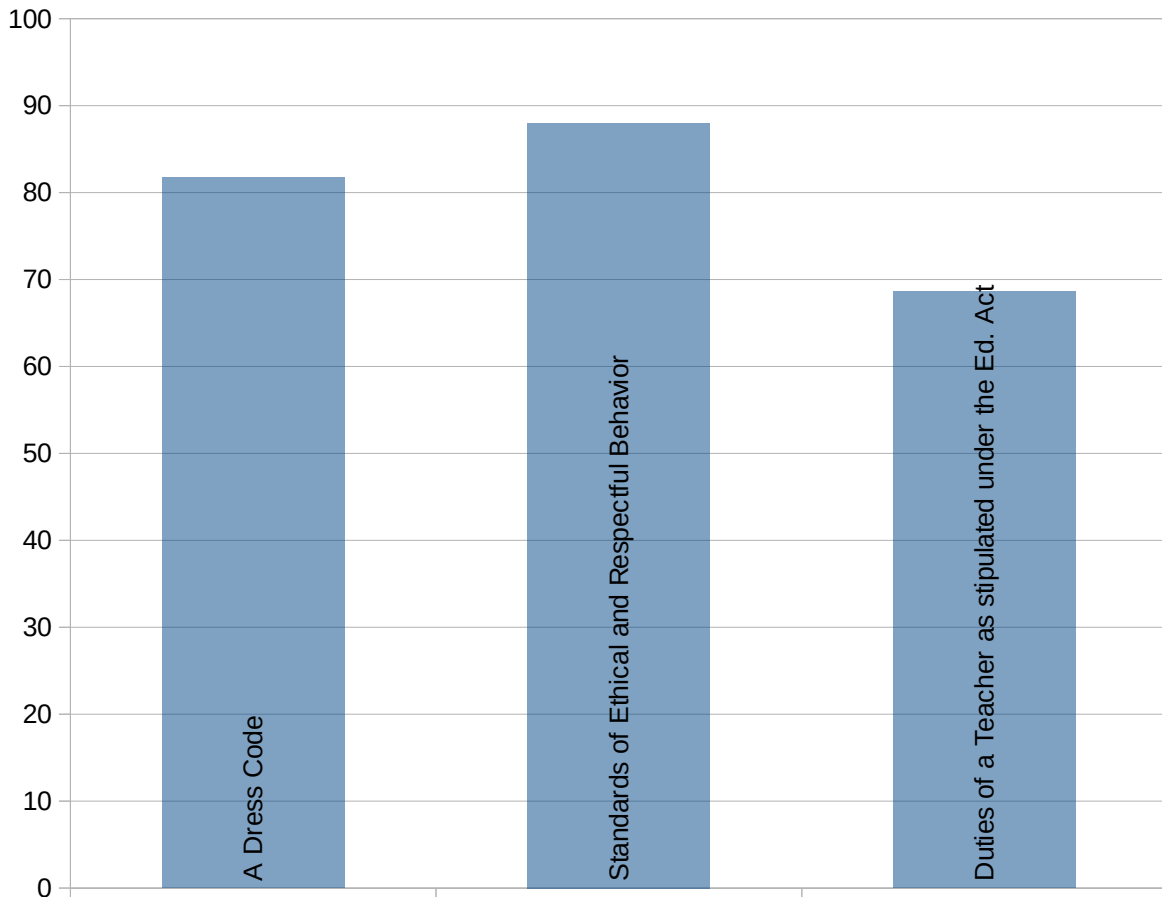
- I think the province, the board, the college and the union should all work together instead of pointing fingers at each other and passing the issue off to others. I also find the choices to this survey question leading and feel you should have just left it open for comment to avoid influencing answers or outcomes
- Every level is to blame. Pointing the finger elsewhere and DOING NOTHING. Welcome to CANADA

- I believe the enforcement of professionalism of staff is the responsibility of the school boards
- The School Board needs to draft a proper policy, not just quote from the cases and the law
- Pointing fingers isn't the solution here, it doesn't matter who is to blame right now, we just need to have a policy in place for teachers and students.
- Tools are of no use if they are not utilized as well as not utilized in a timely manner
- OCT is refusing to act. Teachers Union is refusing to act. That is evident not only related to the attire situation but also evident in that they have allowed vaping in the classroom. And have lied about the fact that parents have filed complaints.
- The board needs to set clear expectations spelled out which protect the right of children to attend a school with teachers who dress professionally and promote a safe environment.
- The HDSB is blatantly shifting responsibility for ensuring adherence to the policy to the staff, which is unacceptable. This attempt is a dereliction of duty and a transparent attempt to sidestep ownership of policy enforcement. In the penultimate paragraph on page 2, the policy states: "The HDSB Code of Conduct states that it is ****the responsibility of staff**** to provide students with a "safe, caring, equitable and inclusive learning environment free from distractions" This needs to be corrected - enforcement of the policy will wither and die if left entirely up to the staff. This policy lacks teeth. This policy also focuses far too much on inclusivity and not enough on students' rights to freedom from overtly sexualized self expression by staff.
- The lack of action reflects that the perceived rights of the teacher was somehow more important than the education of the children at the school. The school was disrupted constantly with protests and bomb threats. In an age when there is frequent gun violence at schools across North America the lack of action to remove the disruption was inexcusable, it made OT an international target..
- There is a fear of taking reasonable action as this is a very sensitive topic ground.
- The policy does not address the issues recently experience at OT directly. The point is that under the policy guideline they are put forward, the same unnecessary disruption can happen again.
- The school board has failed the students, the parents, the community and the teachers themselves. The leadership team at the schoolboard is not competent and has showed no leadership at all. The school board is using some unreasonable excuses to justify their Doing-Nothing approach to the un-professional appearance of certain teacher an clear demonstration of it.
- There are/have been professionalism problems that I have heard of periodically. The specific instance at OTHS that has generated the recent controversy is, in my opinion, not a significant issue.
- There is a component of lack of professionalism but this was combined with safety issues for our children.
- The OCT has its policy, and the HDSB should have its own that (at least) reproduces the OCT policy. The policy document you prepared is all Objectives (and Guiding Principles subsumed thereunder) and fails to include anything substantive.
- This is not a union issue. The board can address this if it chooses to do so. For whatever reason it won't. Very disappointing.
- The School Board does not appear to be acting in good faith in their mandate to put a professionalism policy in place, based on their current draft policy.
- The School Board has neglected to set a professional standard that would be applied equally to teachers and students.

- The school board and the teachers college didn't react to the situation with Ms Kayla Lemieux. The children bore the brunt and distress for months.
- obviously abusers have found the loop hole and students get exposed to inappropriate classroom decorum
- The issue rests with both the School Board and Teacher's College refusing to enforce existing professionalism standards and expectations. I do not believe that the Ministry of Education or other provincial ministry is required to step in.

5. What do you expect the "Professionalism Policy" and the accompanying "Administrative Procedures" to include

Percent that believe element should be included



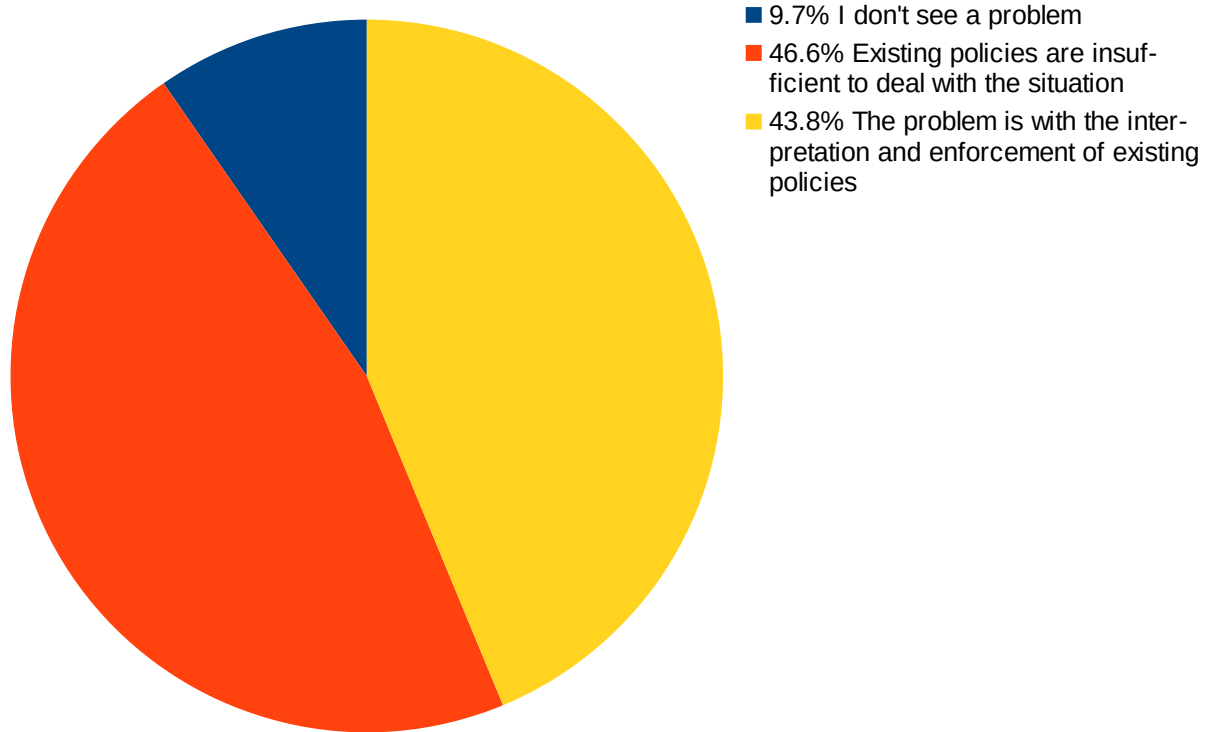
Other Comments:

- It will not surface. Lip service at best.
- Ability to discipline or terminated an employee for lack of adherence to the policy. No sexualized clothing or apparatus in front of children
- A recognition that some personal rights may not be appropriate for professional settings
- You need time lines. The issue at OTHS dragged on for most of the year. And there still wasn't clear resolution or clear communication with the parent or student community
- Nothing. The board and school have all necessary tools. As well, in the case of the precipitating situation, if I was a teacher who decided to get breast implants if that size, and could only wear stretch fabric shirts because they're the only ones that fit, would it be my human right as a cis woman or would you impose bodily choices for me using this or existing policies?
- All of the above
- I believe that "professionalism" is interpreted differently by everyone and it is very difficult to define exactly what it includes/excludes so should be left to interpretation. I don't believe a

separate document was ever necessary. This all stems from a small group of parents outraged by someone being not confirming to their sense of “normal”. Numerous unsubstantiated accusations of abuse and even pedophilia follow. I feel ashamed to be associated with this group of parents and want to very clear that I disagree. I have seen a lot of things over the years that I would consider unprofessional (inappropriate comments, high absenteeism, pushing pseudoscience, being unprepared for class, not understanding material etc.). Those things are far more concerning to me, but has never caused the community to react with such passion. Leave the assessment of “professionalism” to the professionals who run the school. The inability of community members to tolerate people they find weird is not a professionalism problem.

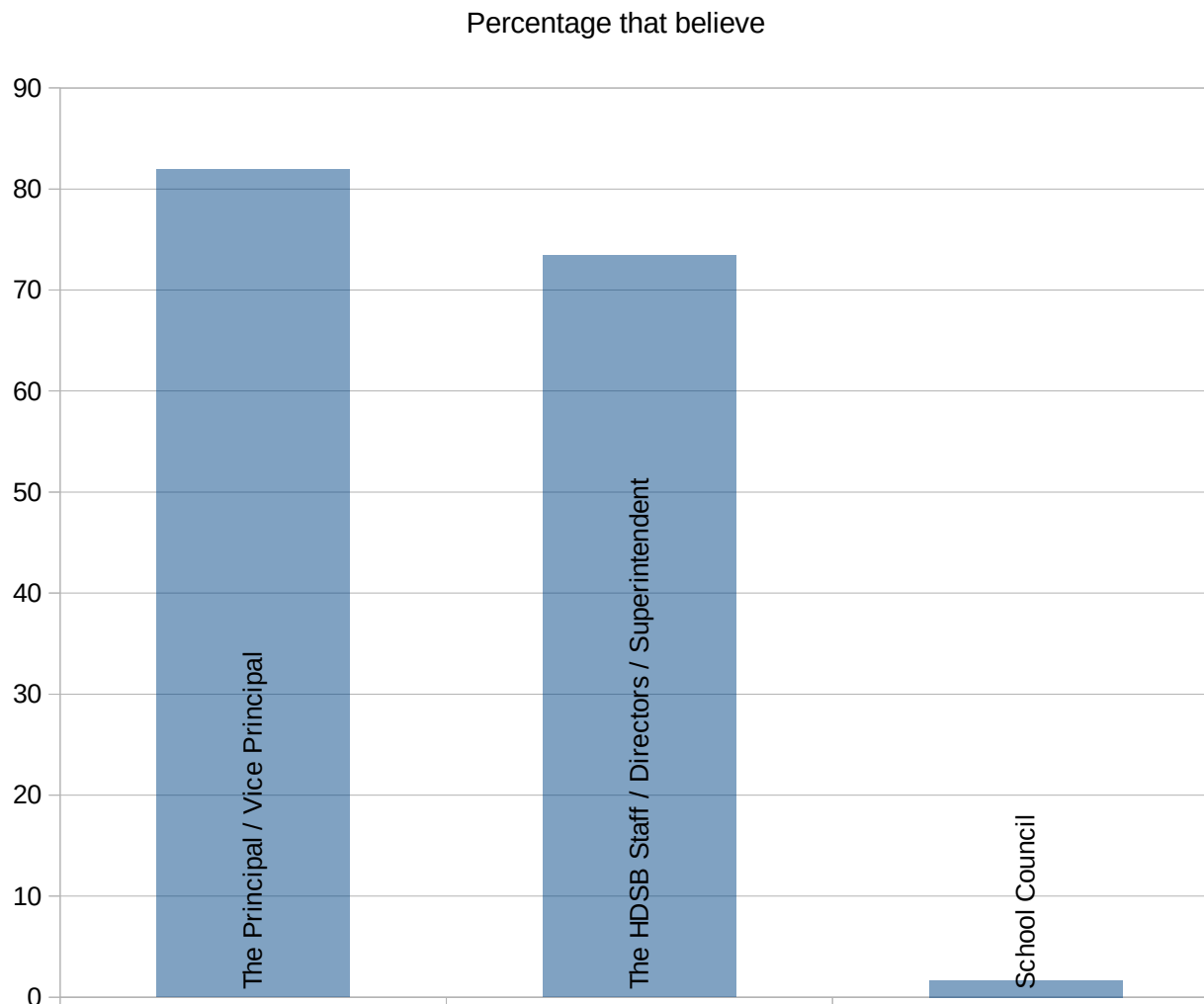
- Protecting the safety of minors including but not limited to not allowing vaping in the classroom.
- Explicit instructions on what actions will be taken and by whom in the event that the Policy is contravened.
- Accountability for Own actions.
- Basic Professional Attire
- An alternate:/administrative role whilst under review for a breach of contract.
- Guiding principals should also include in the event non compliance happens what would be considered as non compliance . The current policy is a not a comprehensive policy at all. It is more of gathering buch of info. currently available. Policy must clealy outline whats is considered as professional dress code for Educators and what is not. Who are the parties affected by the policy and how often it will be reviewed, who will review , what is considered as non compliance to the professional dresscode, what are consequences of non compliance, how does the board handle non complaince etc.
- Teachers are to be held higher standards. If students have a dress code, so should the teachers who are there to guide and teach our youth
- Sanctions against those who misuse the policy
- You need time lines. The issue at OTHS dragged on for most of the year. And there still wasn't clear resolution or clear communication with the parent or student community
- Sections that deal with Definitions, Objectives, Implementation, Enforcement, and Remedies – i.e., even if they merely reproduce what the OCT and OSSTF have to say on the subjects.
- don't need this
- I don't believe a separate document is required as teaching professionals are well governed with existing documents.
- School Principal to immediately address any signs/incidences of unprofessionalism among his/her staff
- All of the above
- Has to be a general guide and can't specify specific instances

6. Having read the draft "Professionalism Policy" (linked above) do you believe that the Policy is the problem, and requires amending, or is the problem with interpretation and enforcement?



9.7% See no problem with the "Professionalism Policy"
90.3% See a problem

7. Who do you think should have the authority to interpret and enforce the "Professionalism Policy" and the accompanying "Administrative Procedures" once passed? (select all that apply)



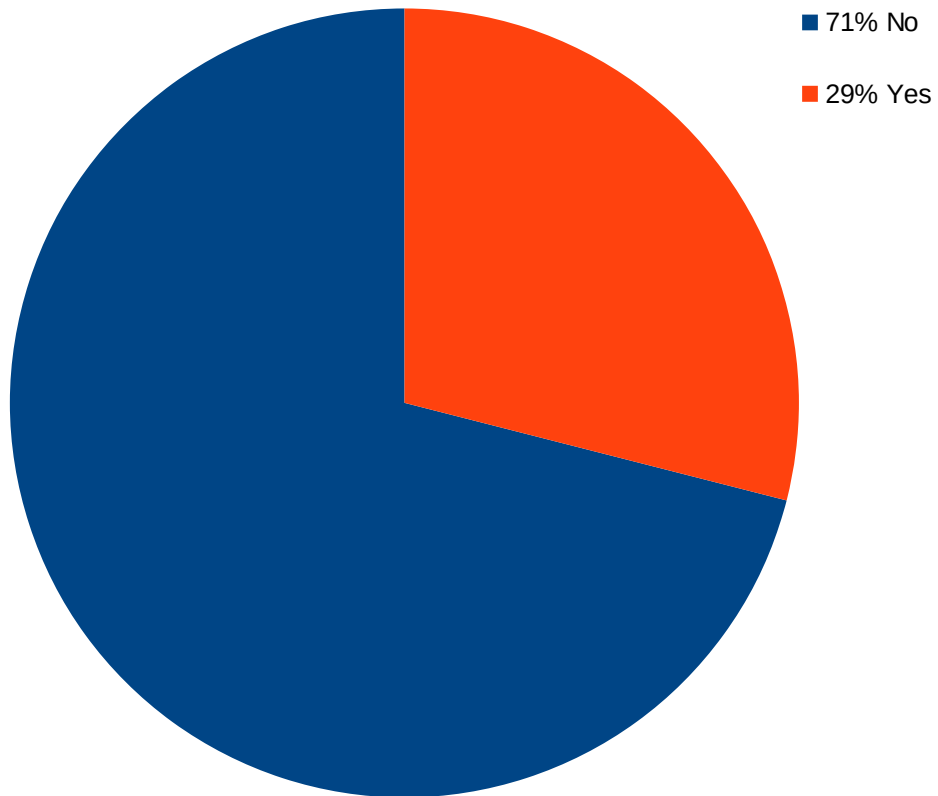
Other Comments:

- An appeal may be taken to the Board. But the Board must allow the school administration to act on their authority.
- Parents
- Teachers' union professionalism governing body
- Mediation if needed
- ALL OF THE Above. Stop passing the buck
- Parents also have the right to interpret and openly express when they think a teacher is in violation of professional conduct
- Ontario College of Teachers

- parent supervision
- Whoever enforces the dress code for the students
- students and community members
- Any adult associated with the school or the board, including parents or the province, who feel the policy is not being enforced should be heard
- An elected board with representatives from all of the above
- As a parent, experiencing the incidents, threats etc. since September 2022, I highly doubted that any of the above mentioned will interpret and enforce the so called " Professionalism Policy"; not to mention that the " Professionalism Policy" is a piece of garbage to start with, as we all know, the board only took 2 days to draft the policy and the public discussion session was censored by the board. I place ZERO trust in the board.
- The department of education, the community, and the court
- There should not be "interpretation"; there should be quantifiable and qualifiable litmus tests and checkpoints to guide those who will be enforcing the policy
- All of the above, including Principals, VPs, Directors, Superintendents, and HDSB Staff (given a specific remit in this respect) – i.e., specifically excluding "HDSB Staff" more generally.
- I would say principal to enforce it. The policy must be clear and not subject to any interpretation
- Minister of Education.
- An effective school council comprising parents.
- The province when the board fails to act
- Province
- In the first instance it should be the Principal/VP, then the board if not resolved
- Provincial government
- Parent council/representatives
- minister of education. I have lost all faith in staff at the board

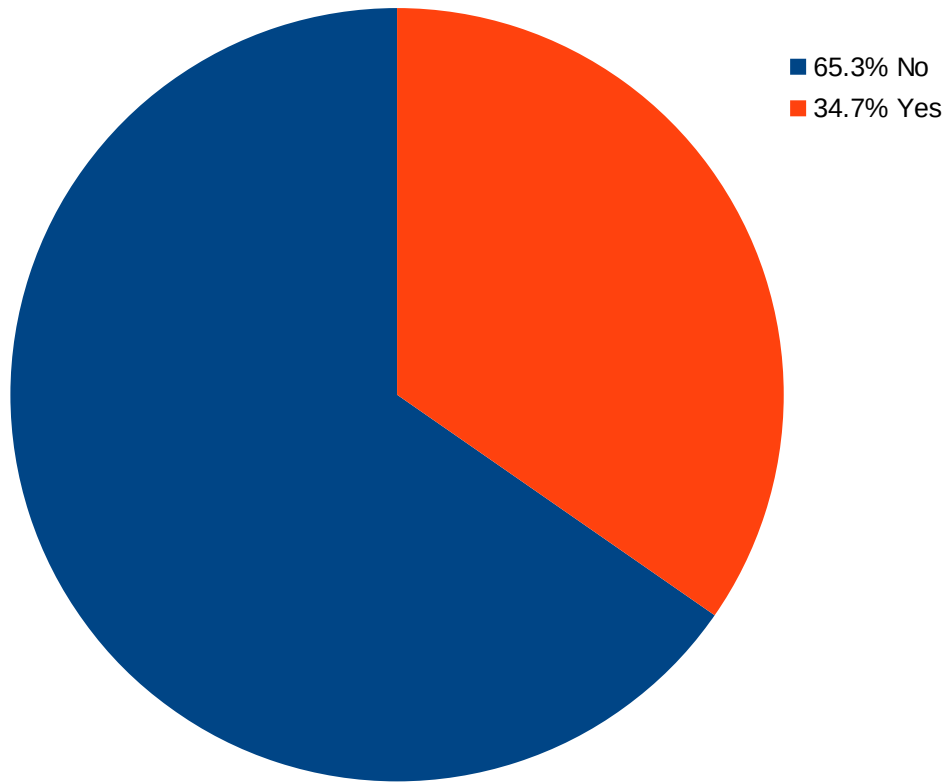
8. Having read the draft "Professionalism Policy" (linked above) do you believe it places sufficient priority on the learning environment of students as well as their academic rights and needs?

No 125, Yes 51

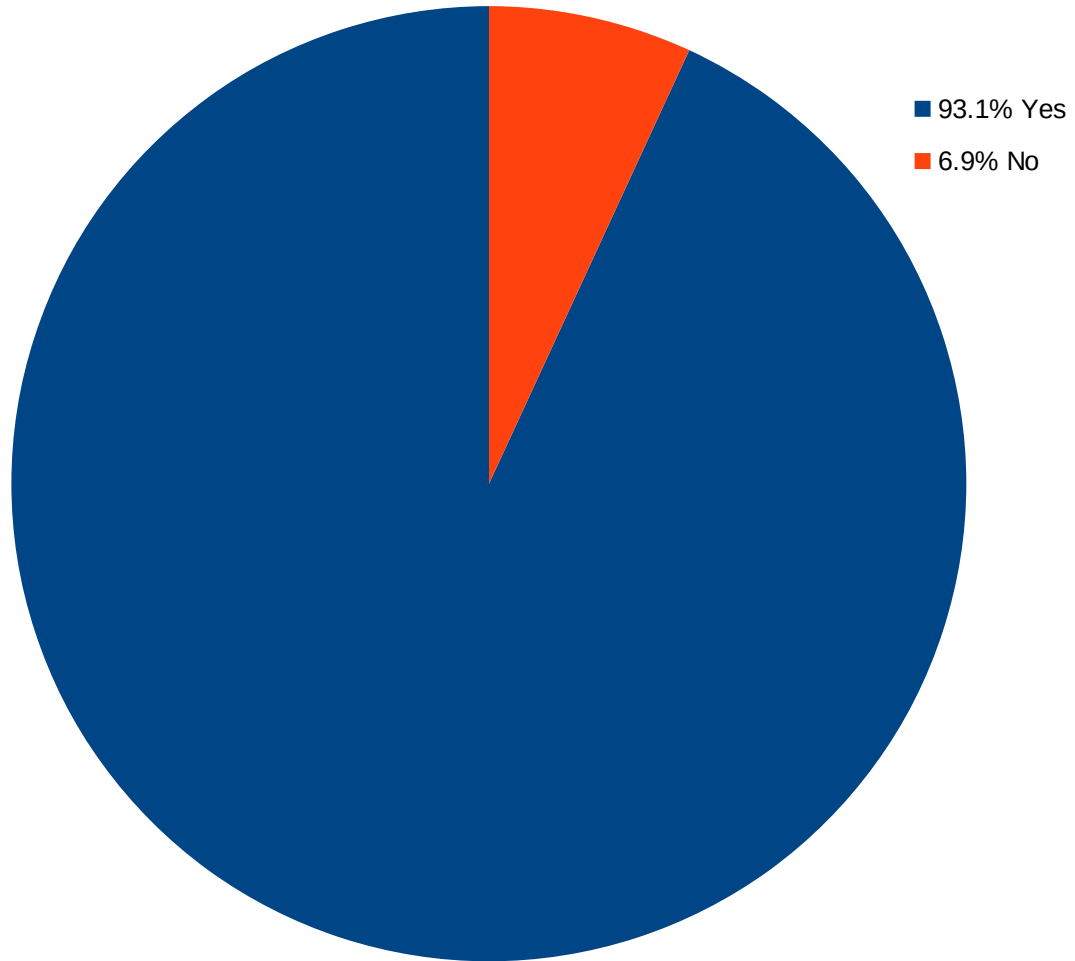


9. One of the "Guiding Principals" noted in the draft "Professionalism Policy" (linked above), is the Ontario Teachers Act definition of "professional misconduct" which calls upon teachers not to act or conduct themselves in a manner that would be seen by members of the College of Teachers as "disgraceful, dishonourable or unprofessional" or "conduct unbecoming a member."

Do you believe that this is a high enough standard for and provides sufficient guidance to teachers?



10. Do you believe teachers should have a “dress code” policy and that it should be at least as stringent as the “dress code” policy for students? i.e. opaque clothing, no nipples, no visible genitalia?



11. What would you like to see in a dress code for Teachers?

- Common sense attire
- Mirror the one that the children have or take any dress code from any employer in Ontario that they enforce.
- At least the same standards as stated in the dress code policy for students - no opaque clothing, no visible genitalia, no nipples, no nudity
- Professionalism/Bus/Casual Elegance
- Common sense and professionalism
- professional attire. Something to set a good example by.
- Common sense
- The issue is not the Code, but enforcement of acceptable professional attire and conduct.
- The same as for students
- Teachers should be held to the same dress code as students
- The same dress code as students and enforcement thereof
- Business casual attire, including no unprofessional or athletic apparel, (unless phys-ed teachers) or clothing that may pose a threat to safety)
- Business professional and very least Business Casual dress.
- Standards that protect students from sexualization, allow for expression of teachers within limits
- I would like to see teachers dress in a way that inspires respect for them, and the emphasizes the seriousness of school.
- Specific details on what is deemed unacceptable with examples.
- Specifics around what is deemed as inappropriate (tight/opaque clothing revealing nipples, genitals etc)
- COMMON SENSE PEOPLE. Please! Stop the idiocy
- Teachers are adults, not children and shouldn't have the same detailed dress code. But dressing 'unprofessionally' should be enforced.
- No
- Wearing clothing that is respectful and would be typically worn in a workplace such as an office
- The same standard as it is set for students
- Office dress code.
- Prosthetics, wigs, accessories should not exaggerate or mock sexualized body parts
- Same as the students.
- one that reflects other professional business establishments - take a page out of their playbooks. Even professional sports clubs have codes for their team players and coaching staff.
- While I don't believe a dress code is necessary, I do believe some teachers have become too grumpy or casual in their school attire. Teachers should model 'professional' work wear such as button down shirt with tie (and jacket if possible) or blouse and pants/skirt. Sometimes, teachers appear almost as casual as the students in their classroom.
- To ensure areolas/nipples and genitalia are not visible
- A dress code like any other office in Ontario...like Doctors, Lawyers, grocery store, Starbucks, etc.. anything that is not see thru, respectable length in skirt/shorts, button downs, golf shirts...nothing were you can see thru the clothing any genitalia/nipples. It is crazy to think we actually need to write this down!!
- Business casual as in most professional working environments

- Teachers dress and presentation should be modest and professional. Apparently we need to let teachers know that they cannot wear fetish gear (giant breasts with huge, permanently erect nipples and dark visible areoles) underneath their clothing as well. It seems that it should go without saying, however the way this education system has been steered in recent years has most of you groping around in a moral ditch.
- As above
- What has been included in the “dress code” policy for students should be at least included in dress code for teachers as well.
- Specifically outlined acceptability like a corporate environment. And that they will be sent home if not professional for teaching children.
- Same as students - very basic.
- no opaque clothing, no nipples, no visible genitalia, no profanity on clothing
- Clearly stipulated what is not ok ie. opaque clothing, no nipples, no visible genitalia, no sports bras (applies to kids as well), no shorts less than 7 inches (applies to kids as well). Vague statements that cannot be clearly enforced without causing confusion do not add value in a policy.
- Dress professional like lawyers, doctors etc
- no opaque clothing, no nipples, no visible genitalia, no profanity
- As strict as it is for students. Also, since Teaching is a profession that requires education, training and interaction with the public a professional appearance should be represented. Ie no ripped clothing
- Professional, non provocative. Can't believe we are even having this discussion. Ad an Emergency Physician my license would be suspended. Apparently teachers are not held to the same standard. Shame on you.
- Clear specific guidelines that are at least as strict as the one for students. At minimum, business casual with no sexually suggestive clothing.
- Very specific dress code policy - opaque clothing, no nipples, no visible genitalia,....
- I think a dress code identical to that for students is sufficient. A discussion with teachers' unions can be had on whether additional requirements (eg. no jeans, no sandals, no torn clothing) would be appropriate additions.
- From the Proper Attire section of the House of Commons: "While the Standing Orders prescribe no dress code for Members participating in debate,[87] Speakers have ruled that all Members desiring to be recognized at any point during the proceedings of the House must be wearing contemporary business attire." If our political representatives are expected to have proper attire, I would 100% expect this from the teachers representing the education system.
- Modesty
- Protect student should be #1 when outline teacher's dress code.
- Business casual for classrooms; and in workshops that have industrial equipment safety clothing and standards according to wsib
- No sheer tops, no bicycle shorts, no protruding nipples
- I think the language in question 10 above is good (i.e. no opaque clothing, nipples, genitalia) and the policy could include a phrase such as "teachers are prohibited from wearing overtly sexualized clothing or prosthetics"
- business casual
- no prosthetic attire of the opposite sex as determined genetically
- Following the same rules as the students dress code to make it fair an equal for all.
- dress professionally. know it when you see it.

- The most modest child in the environment should not be intimidated or uncomfortable with the teacher's presentation
- Teachers' attire should be professional and exemplary, in line with the attire for specific occasions at school
- Attire appropriate as in any professional capacity. I'm sure there are thousands of corporate examples.
- The exact same as for students
- Same as students dress code. Should be dealt with on a case to case basis.
- Only what applies to students. A teacher wearing a tight outfit is not distracting, but obviously they can't wear a bra or only undergarments to school.
- If school Principals are given freedom to interpret a policy (which is specific in terms of professionalism guidelines ie similar to that of the lawyers code below) then a prescriptive dress code may not be needed. However, if interpretation by administration is not acceptable I believe a dress code at least as stringent as that for students is necessary.
- See above, no nipples, etc.
- A dress code which clearly lays out the requirements which the teachers/staff not allowing to dress in school, during teaching/consult/conference time period which is no-properate/illustrate sexture sample dress
- Language that is clear and leaves no room for interpretation.
- Specifics to what can be worn and what can't be worn. If the students are not allowed to show their nipples, the teachers should follow the same exact rules, regardless of what group the teachers belong to. They can express themselves outside of the school, however they want to. Not at school. Period.
- A not ambiguous nor open to interpretation definition dress code. In line with students dress code.
- More professional clothing
- I would like to see a dress code that closely resembles the dress code for students. If the students dress has to be neutral in manner and non offensive, the teachers should be too. Most work places have a dress code policy that encompasses "business casual". Teachers should be setting the example of being professional for the students so they have an idea of what is proper in the workplace. No slogans or messaging should be visible on teachers clothing as teachers are highly influential in their appearance. Their appearance should refrain from being interpreted as harassment (sexual or verbal) by any student, teacher or staff member. Their manner of dress should NOT be overtly sexualized in any manner.
- Should be the same as the student dress code. Display of Nipples and genitalia should be banned
- Clearly state what is not 'allowed' - as per the student policy.
- School is a unique space from both work and life perspectives. It shall enforce a dress code for everyone. You can not wear anything you want without consider other's feeling.
- Same as student dress code.
- That it be the same as for the students and all visitors to the school
- The average Ontario teacher's salary is \$87k/yr. I want teachers to act, behave and dress respectfully.
- Jeans, more comfortable shoes,
- opaque clothing, no nipples, no visible genitalia
- The same as applied to students

- Neat, clean & tidy clothing that inspires respect from students, colleagues and the community. Conform to appropriate health & safety requirements for subjects like shop & gym (no loose hair in faces, no dangling jewelry, wearing appropriate safety equipment). No shorts (other than gym teachers), no transparent clothing, no sexually suggestive clothing. The teacher dress code needs to promote professionalism and needs to be stricter than the student dress code as they are adults and there needs to be no room for misinterpretation.
- Be more specific
- At least business casual, don't show sensitive or sexual body parts
-
- professionalism
- Professional looking, but comfortable attire
- Same as students
- Nothing distracting and disrespectful to gender or race
- here are no fancy dresses, and no external organs of the human body are exposed
- n/a
- At the very least the same as the students - and how ridiculous is it that I have to actually phrase it like that
- One that does not punish those that do not fit the mold of a few.
- Self esteem
- Professional Attire
- Basically the same as follows students
- Reflection of the critical mass
- All that was in the dress code for students and much more. Regardless of gender, sexual orientation it must be applied consistently and hold teachers accountable to a higher standard. They are the role models. They must act like one.
- same as students
- Business casual attire
- Professional attire
- suit for teacher standard not specially
- Appropriate professional attire for those who teach and guide children. It is not about self expression.
- Examples of professional attire, drawings or pictures showing what is not allowed (I.e no opaque clothing allowed, covering of nipples and genitalia required, no wearing of sexual accessories or clothing representing sexual acts and sexual deviations, misrepresenting of natural sexual organs - i.e. by wearing enlarged prosthetic breasts or genitals is not allowed etc.)
- looks professional
- Dress codes are oppressive and we don't need one
- more strict than student dress code. either formal or sportive
- No dress code
- Navel to knees for men to be modestly covered with loose, opaque clothing and shoulders to knee length for female staff same loose and opaque requirement.
- Clear non-gender specific guidance for dress
- The same as for students.
- Adopt the student dress code and further to that being a good role model by dressing professionally emulating that the school environment is a professional one.

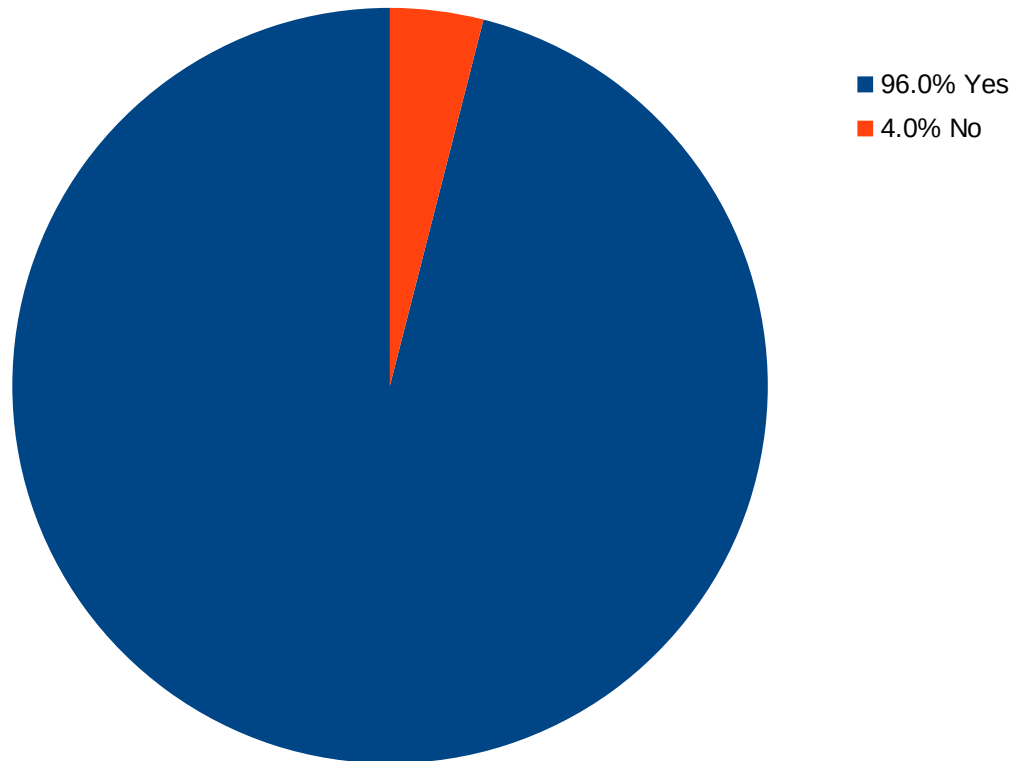
- I believe that the dress code for teachers could possibly be the same as what is applied to students. This dress code should also extend to anybody else working in the school (admin staff, external vendors if services are contracted out - such as cafeteria workers, etc)
- dress codes are outdated, but teachers should be encouraged to dress and behave in a professional manner as they are highly influential in the lives of children and teens. The standard should be based on the norm of the profession or reasonable among their peers
- In recognition of teachers holding a position of power and trust with respect to children in their care, teachers must conduct themselves in a professional manner and appearance. Professional manner and conduct refers to upholding high standards of behaviour and ethics, and respectful and courteous communication. Professional appearance refers to dressing in a manner or an overall physical presentation that is neat, modest, safe, and not disruptive, sexualized or revealing clothing. Professional manner, conduct and appearance creates a positive educational atmosphere, helps establish a rapport with students and co-workers, and creates a perception of confidence, ability and trust.
- At least same as the code for students.
- i don't know how my teachers dress
- What most professional organizations have in place regarding dress code and professional conduct
- a balance between handmaid's tale enforcements vs. pornographic exhibitionists
- It should be no less stringent than the dress code for Students.
- Given that the Education Act (re the Duties of a teacher) and the College of Teachers all call for the teacher to be a role model of virtues and to present themselves with high Professionalism and decorum, and since that statement doesn't seem to be equally understood by parents and school administrators, I believe a very detailed dress code that respects human rights and gender expressions need to be well specified by following what most professionals need to follow regarding their dress at a corporation, office, ie: no revealing or too sexualized clothing, opaque clothes, not skin tight, no too short or low cleavage. Cloths appropriate for working with minors in a professional environment. Unless teaching a gym class or other specific class that might require different clothing, uniform or equipment, it should be semi-casual at least.
- At least the student Dress code
- dressed neatly and decently
- Clearly state what dresses or dressing behaviors are not allowed.
- Let's be honest this is not about a dress code the issue is about how one teacher presents herself. It is a targeted approach which I fully disagree with. Let's focus on building our next generation of leaders as open minded, kind and with DEI at the heart of how they see the world.
- Appropriate dress for the school environment, and for the role they play. For example, I think it's appropriate for a gym teacher or coach to dress differently when acting in those capacities, but still in a manner that they expect the students to comply with.
- I truly believe teachers are well governed and are the key to success. No individual should be targeted as this is what is happening right now. The focus should be the quality of teaching. It should not matter how one presents themselves in the age of 2023. This teacher has demonstrated an excellence in teaching and that should be the only thing that matters. I strongly believe this survey or policy is not necessary. The teacher is not the problem at all, it is the individuals who have took photos of her. You have to have permission to post photos/videos online of others, and in this case they did not which is wrong on its own.
- Maybe no nipples and stuff that catch students reactions. Not something revealing

- Very clear language on what is acceptable and more importantly no acceptable. Must leave little room for personal interpretation of the expectations
- I would like to see the same dress code as anyone would be subject to in any office position.
- At the very least as stringent as the pupils' dress code
- I would like to see teachers dress at least in a business casual manner
- Dress appropriately
- Strict professionalism. Corporate clothing, strap ons or other sexual props should be strictly prohibited in a learning environment for children or teachers.
- Professional and respectful, appropriate. Period.
- No nipples or visible genitalia
- Same requirement as students
- specific rules

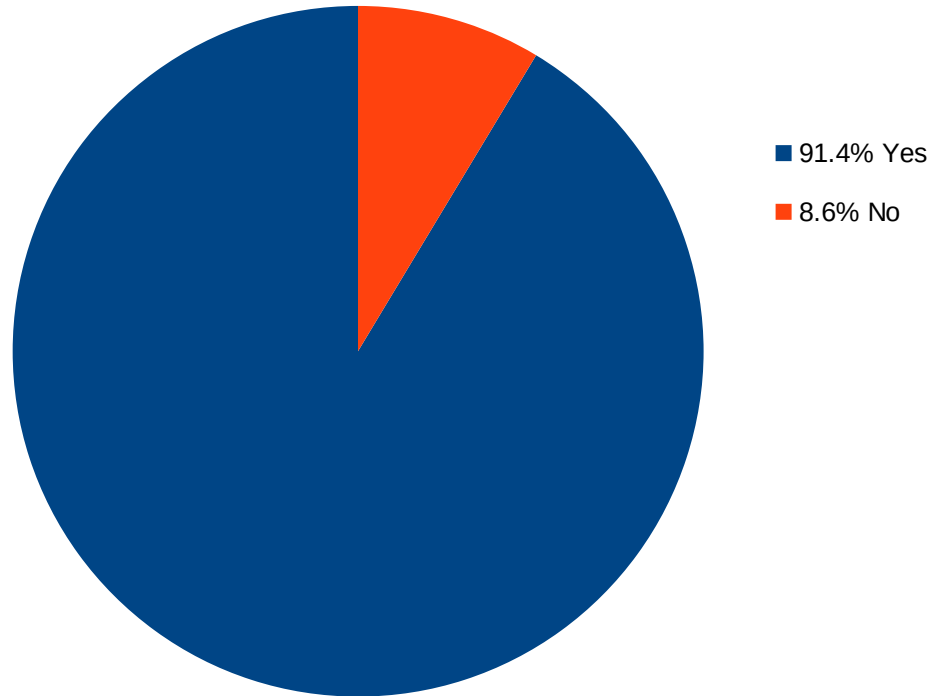
12. Do you believe that teachers working with our children are role models in a special position of authority and trust and that a standard of conduct equivalent to other trusted professionals, like Lawyers, Doctors, and Police should be expected?

For example, Lawyers: “conduct should reflect favourably on the legal profession, inspire the confidence, respect and trust of clients and of the community, and avoid even the appearance of impropriety”..”Whether within or outside the professional sphere, if the conduct is such that knowledge of it would be likely to impair a client's trust in the lawyer, the Law Society may be justified in taking disciplinary action.”

<https://lso.ca/lawyers/practice-supports-and-resources/rules-of-professional-conduct>



13. Do you believe that students' educational and social developmental needs should be of the utmost priority at HDSB and that teachers' rights must not supersede the rights of students?



14. Do you have regulations, standards, or requirements regarding dress, conduct, appropriate or ethical behaviour and/or professionalism for your workplace or profession that you would like to share? If so please provide details.

- Yes, and it is strict and accepted by all. That said, we do not have trannies in full circus wear walking the corridors of the bank towers. It would not be tolerated.
- Yes to all. The dress code policy is two pages long for a corporate environment and very detailed.
- Professional Attire
- yes, but mine are quite specific as I am a registered nurse in a specialty setting. Having said that, we must provide superior care and treat others with respect and we ask the same of our pts. We do have regulation and standards that we must adhere to .
- If a teacher find a rule does work for her/him, go find another job. There are always openings in Tim hitting
- Yes, I am a lawyer and subject to the rules of professionalism.
- Yes. Professional attire to show respect to clients and colleagues; or resign.
- As a business professional at Microsoft, I am expected to represent the company with decorum and dress that respects both the company and it's clients.
- No
- Business Casual is the lowest level of standard accepted
- Yes I have always adhered to standards this is common place in Canada despite what the board is communicating.
- As an Engineer, among many regulations I must "maintain the honour and integrity of the practitioner's profession". I must also dress safely, often including, no rings or long hair.
- Mandatory PPE when operating machinery or entering a Field site such as a refinery. For office staff, business casual - no beachwear or large logos or shirts with spaghetti straps, and ripped jeans.
- Yes
- AGAIN - common sense. Stop talking and start DOING
- No
- "select clothing and footwear that reflect professionalism" together with a list of what clothing is appropriate and what clothing is inappropriate including (revealing clothing, beach or exercise wear, athletic footwear or casual sandals, visible undergarments).
- Yes, we also have an HR department that acts quickly and safely.
- As a physiotherapist, even in a gym setting, I still dressed in smart business casual while remaining in comfortable clothing. Since I was up close with clients, I didn't dress in any provocative or even casual attire like jeans or sweats because I was professionally trained and had many years of schooling and the knowledge I was imparting was that which I wanted my clients to take seriously and and apply themselves. Without modelling confidence, knowledge and physical adeptness in what I was telling them to do, I felt they would not take me seriously. As a realtor now, I am still dressed in professional attire because I want customers and clients to know who is the professional in the room who can handle what would be the biggest investment in many people's lives. In the same way, with teachers, I feel that they are the models in whom our children should take seriously because the knowledge they are imparting to our children will take them through the rest of their lives; our children should see that, respect it and actually internalize this in themselves.

- Yes-professional dress required at work
- yes, we have a governing body (our college) that is part of the regulated health professions act that state we must dress in a respectable fashion and my place of employment has a dress code (for us, it's a staff shirt that was given to us, or we can choose to wear a black shirt or golf shirt)
- Yes: all employees and volunteers are representatives of ***** and as such should maintain a professional appearance at all times while at work. ***** is committed to providing a safe work environment for all staff and volunteers.an employee who reports to work dresses inappropriately will be asked to go home, change and return to work. The employee may incur a loss of pay for the time absent from work...
- In my workplace the whole place would never be forced to 'stand behind' a trans person dressed in highly sexual fetish gear, when no one in a position of authority or otherwise had ever asked them if they were even trans.
- Not applicable
- Na
- No
- yes no opaque clothing, no nipples, no visible genitalia, no profanity on clothing
- Yes, we are expected to dress professionally, not to use provocative and revealing clothing as we serve employees or clients. Even higher standards should apply to those dealing with minors.
- same as question 10
- no opaque clothing, no nipples, no visible genitalia, no profanity
- Yes. I work for a Bank and we have all of these regulations
- I am an Emergency Physician. Teachers have obviously set the bar very low. Again shame on you!!
- Business casual, long pants, no opened toed shoes, no cut off shirts, no logos for both men and woman
- Yes. Standard of ethics and professional conduct.
- "University of Toronto can conduct a research based on OT as a case study about the teacher perceptions of how attire affects student behaviour and academic performance. My suggestion is based on Bandura's Social Learning Theory. <https://hr.berkeley.edu/how-social-learning-theory-works#:~:text=Albert%20Bandura's%20social%20learning%20theory,direct%20experience%20with%20the%20environment.>"
- Ethical conduct, professionalism
- No.
- <https://cphr.ca/your-career/national-standards/> and include health and safety standards from wsib for workshops within schools
- No, but thanks for asking :-)
- no display of association with any socio-political agendas
- No
- Yes. On Fridays jeans and a short sleeved, but collared shirt are acceptable.
- Yes
- To paraphrase, dress should first represent the individual's professional role and identity within the organization rather than the individual's personal identity.
- No
- No

- NA
- a standard of conduct equivalent to other trusted professionals is the best example which the teachers and staffs/ should follow in school environment
- I work for the HDSB so, yes, I do but the language is open to interpretation.
- School board is aware of what is deemed professional appearance/dress code. School board does not need to ask us to provide. I believe Curtis Ennis knows well and he always appears in smart suit etc. He is just a coward only worrying about his paycheque.
- I worked in a bank and we had to wear and act in a way that matched our profession and appear trustworthy and qualified to our customers.
- Yes. I am in law enforcement and male and female appearance is highly regulated in procedure. Hair, make up, beards and their appearance are procedurally regulated. Recently female officers were allowed to have pony tails. Before this, long hair was to be wrapped in a bun and pony tails were prohibited. Jewellery is regulated. What an officer wears on their uniform is regulated. Only Service sanctioned buttons, pins and labels can be worn on a uniform. Vancouver police recently had an issue regarding wearing "thin blue line" pins on uniforms. www.cbc.ca/news/canada/british-columbia/vancouver-police-confirm-thin-blue-line-patch-is-not-allowed-on-officer-s-uniforms-1.6720100
- Yes. For example, employees can dress casually in the office. But when meeting with clients they must dress more formally to show some level of respect.
- no
- Yes - but they are not prescriptive. They just say in a professional manner. Teachers need to have specific standards detailed.
- Present a neat, clean, professional appearance. No ripped or torn clothing, no yoga pants or track pants, no spaghetti straps.
- Smart casual
- N/a
- School staff should put student education and mental health beyond their own sake
- Yes. Being in the healthcare profession we have always had to follow appropriate dress code and behaviour as our patients expect of us
- Professional venues have a professional dress code that meets safety standards and is consistent with professional image
- Yes, the LSO's Rules of Professional Conduct.
- People are not attacked for being who they are.
- Business casual . It's not well defined but everyone seems to know what it means.
- No
- Yes. Review Colleges and Universities of ON policies
- Yes professional attire - but more importantly there is someone monitoring, educating staff prior to hiring what the expectations are .. and making sure they are always met
- same uniform as team work
- No I am not expert on that area
- "1. Policy Intent
 - 1.1 With a focus on maintaining a professional image to our customers, guests and business partners, the "company" supports flex work attire in the form of business casual attire, traditional business attire, or subject to the position, universal uniform standards.
 - 1.2 This dress code and uniform policy (the "Policy") sets out the minimum standards for business casual attire while ensuring that professional appearance standards convey the "company's" corporate image to its customers, guests and business partners. This Policy is not

intended to restrict those Employees who wish to dress in traditional business attire.

1.3 In keeping with a professional corporate image, all Employees are required to dress in a manner consistent with the positions they hold.

2. Application

2.1 This Policy applies to all ""company's"" employees (the “Employees”), (individually an “Employee” and collectively “Employees”).

2.1.1 Section 3.2.1 of this Policy applies to all Employees except those who are required to wear uniforms or workplace clothing required by the duties of their positions.

2.1.2 Section 3.2.3 of this Policy applies to all Employees required to wear a ""company"" issued uniform or workplace clothing as required by their position.

3. Policy Requirements, Roles & Responsibilities

3.1 Policy Requirements

3.1.1 The ""company"" expects that all Employees who are not required to wear a uniform, will use discretion and good judgment and will dress appropriately and dependent on the work they are engaged in or the types of customers, guests or business partners they will be serving on any given day.

3.1.2 The ""company"" recognizes that some Employees may be working remotely and attending on camera meetings with people outside the ""company"". In such cases, Employees are to follow the requirements of this Policy to the extent they are seen on camera.

3.1.3 The ""company"" expects that Employees who wear uniforms do so in a consistent manner that reflects positively on themselves and the ""company"", and to permit the easy identification of the Employees by other staff, tenants and guests.

3.1.4 Uniform Entitlements Employees who are members of the Unifor or the Professional Fire Fighters Association bargaining units are directed to the uniform provisions of their respective collective bargaining agreements.

3.1.5 Religious Attire

The ""company"" recognizes the importance of individually held religious beliefs to persons within its workforce. The ""company"" will reasonably accommodate an Employee’s religious beliefs in terms of workplace attire unless the accommodation creates an undue hardship. Accommodation of religious beliefs in terms of attire may be difficult in light of safety issues for Employees. Those requesting a workplace attire accommodation based on religious beliefs should submit such request(s) in accordance with the Accessibility and Accommodation Procedure.

3.1.6 Failure to Comply with this Policy

Employees who fail to comply with this Policy, as determined by such Employee’s manager and/or the Human Resources Department, may be sent home to change and shall make up such time away from the office.

3.2 Employees Responsibilities

3.2.1 Employees who are not issued uniforms, are responsible for ensuring compliance with the acceptable standards of business casual attire as set out below. It should be noted that the below is not intended to be exhaustive or all-inclusive.

Acceptable Attire: Pressed slacks, khakis, corduroy, capris (must be $\frac{3}{4}$ length; calves must be fully covered. Sweater (sets), blouses (sleeveless Low-cut V- necks, halter tops, tank tops, t-shirts without a blazer or suit jacket. ss is acceptable but straps are not), blazers, t-shirts worn under a blazer or suit jacket, ties (discretionary), long-sleeved collared shirts, short-sleeved

collared shirts, polo/golf shirts, turtleneck/mock turtleneck worn under a blazer or suit jacket, sweaters or sweater vests (worn with collared shirt). Dresses and skirts with hems no higher than 3 inches above the knee. Loafers, dress boots, open toe or open-heel shoes. Personal protective equipment (PPE).

Unacceptable Attire: Denim jeans/skirts (except for Casual for a Cause Fridays), cargo pants, sweatpants, exercise clothing, spandex pants. Low-cut V- necks, halter tops, tank tops, t-shirts without a blazer or suit jacket. Bare back dresses, miniskirts, shorts, Bermuda shorts, sheer clothing, mid-riff showing. Athletic shoes or hiking boots (except for Casual for a Cause Fridays), clogs, flip flops. Ripped, frayed clothing or clothing not in good condition.

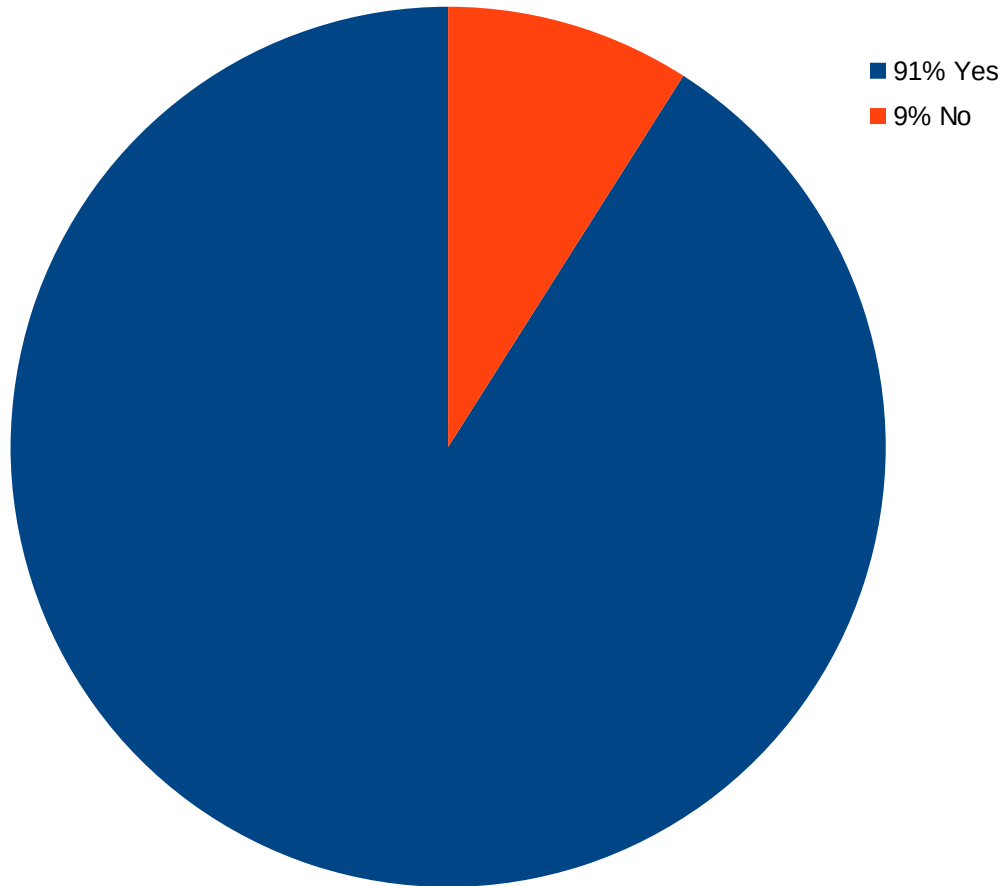
3.2.2 Clothing, hats, buttons, pins and other items with slogans, messages, logos or advertising representing personal views are not permitted. For clarity, designer logos (i.e. Polo) are acceptable "

- Reflect a professional image and dress with “care, class and common sense.
- Conduct and dress must avoid any interpretation of impropriety
- Yes - the first guideline of our workplace dress code is common sense followed by more specifics (no shorts, no tights/leggings, no tank tops, dress in a professional manner, etc)
- Not documented, but if somebody showed up to work in attire that revealed nipples / genitalia they would be instructed to remove themselves from the workplace and to return in more appropriate clothing.
- dentists are expected to put the needs of patients first. They are in a position of authority and expected to always behave in a professional manner. No dress code or code of conduct is spelled out specifically, however RCDSO has consistently made rulings that demonstrate examples of unprofessional or unbecoming behaviour. Judge by the expectation or peers or what is normative for someone in the same situation.
- Yes. So many rules in details.
- No. It is not needed. In the private sector, the employer can terminate without cause for any reason except human rights violation. This is applied for people that do not fit in to the team for any reason.
- Yes we do have a dress code policy that outlines what is appropriate. For example, Jeans and slacks with no rips, tears, acid wash or stains, dresses/skirts, blouses and collared shirts (which include polos and golf shirts), suits. Things that are not appropriate are casual clothing (e.g beach wear, yoga pants, halter tops, shorts, cut-offs, revealing clothing, shirts that do not adequately cover the top of pants or skirts, any form of clothing that is considered to be offensive, controversial, disruptive, distracting or overtly commercial.
- NA
- Yes
- Yes, respectful language, behaviour, business casual dress (at least). Limits on value of gifts accepted, etc. I work in the Financial industry dealing with clients.
- Yes
- No
- Question 13 should have other category. I am not a teaching professional nor do I believe parents are equipped to do so. I believe teaching professionals are well governed. I have full trust in the HDSB and have nothing but praise for the staff and administrators at OTHS. It is disheartening that right wing media has created an environment that goes against every aspect of building future leaders and is taking away a year that should have embraced all and focused

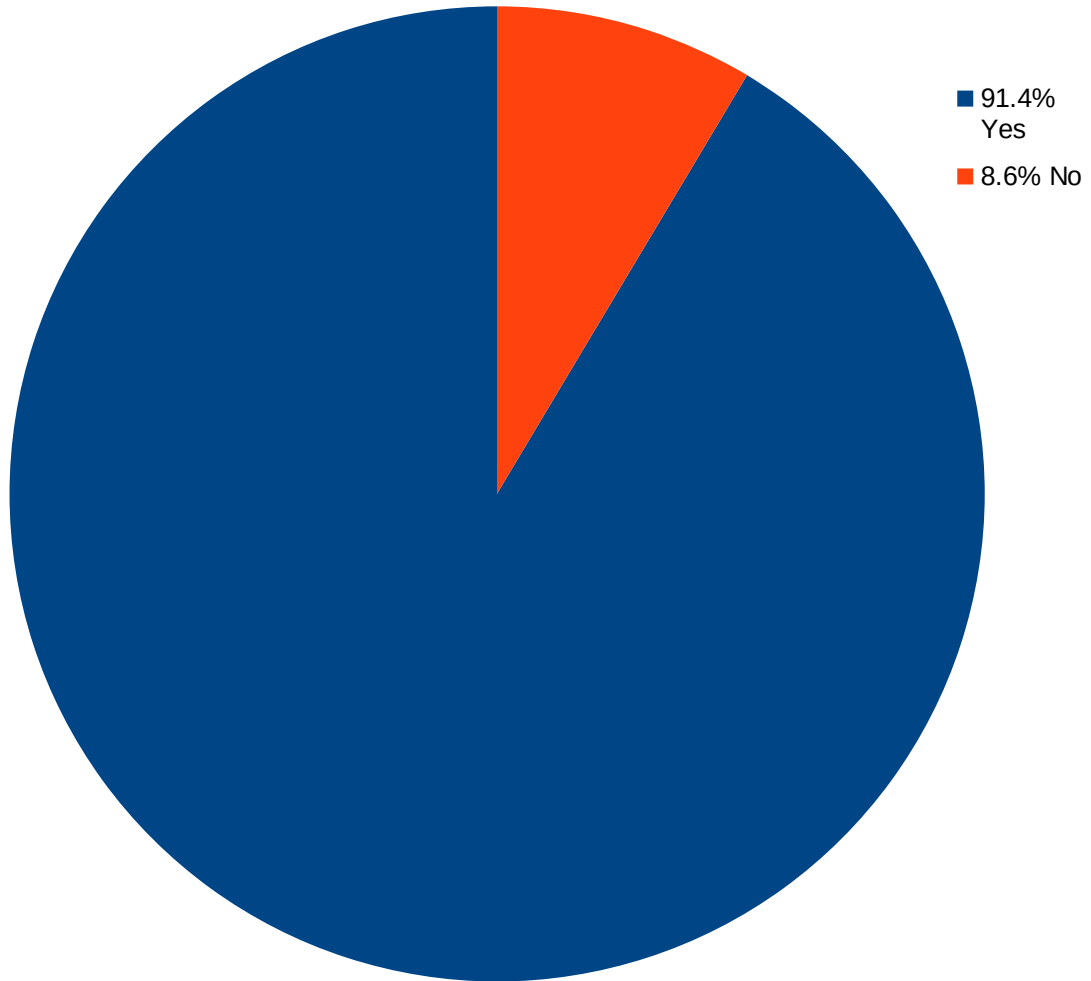
on post pandemic culture. Instead a small group has targeted an individual who by all accounts is passionate about teaching, caring and empathetic, invests time in extra curriculum and volunteers her time. I see nothing inappropriate or unprofessional about that. How she presents herself is not my concern. The positive outcome from this for me is that it is teaching some students to stand up for those who need it most, support DEI and be kind and empathetic. Let's embrace our differences. I would hope we are empowering young women to not be a specific type with all the judgement taking place. What does concern me is that students and parents are posting pictures that were not authorized. That to me is unacceptable and perhaps where attention should be given.

- Yes. We are expected to dress and conduct ourselves in a manner that is appropriate with the work we are performing and with the clients we are working with. We are expected to conduct ourselves in a responsible and respectful manner.
- I think strongly in the quality of education and whether teachers are teaching and doing thier job. I do not think anyone should have to go through specific threats that are full of hate. The HDSB has shown excellence in all of thier staff for years and continues too. In the age of 2023 like I said above, no one should be called out especially a teacher who is doing their job which is teach. This has nothing to do with this individual being sexual, it is simply them showing their gender expression which everyone is allowed to do. It has been hard for me to see such hate being targeted at a specific individual. As a student, I do not think it is right that anyone should have to leave from them being themselve. This teacher has done nothing wrong and SHOULD continue to teach. It is these outsiders and some parents who have been distracting the students from learning. We should be more accepting and allow others to be themselves rather than wasting their time in hatred. It is also not right that others have posted videos and photos who are claiming it is her when in fact they do not know. It has been truly sad to see the hate that has been spread.
- Yes - no flip flops, no see through clothing, no suggestive clothing
- Im a student and follow the dress code at school
- Absolutely. We are not allowed any profanity or logos on clothing, no denim, nothing that shows cleavage or buttocks, nothing sheer. No costumes unless authorized by management as an organized event. No hats.
- Yes. I have worked for a bank and was required to be dressed professionally. This was applicable during meetings and conferences. This is expected at school.
- No

15. Do you think the "Administrative Procedures" that HDSB will develop in conjunction with and associated to the "Professionalism Policy" should be open for community feedback and input?

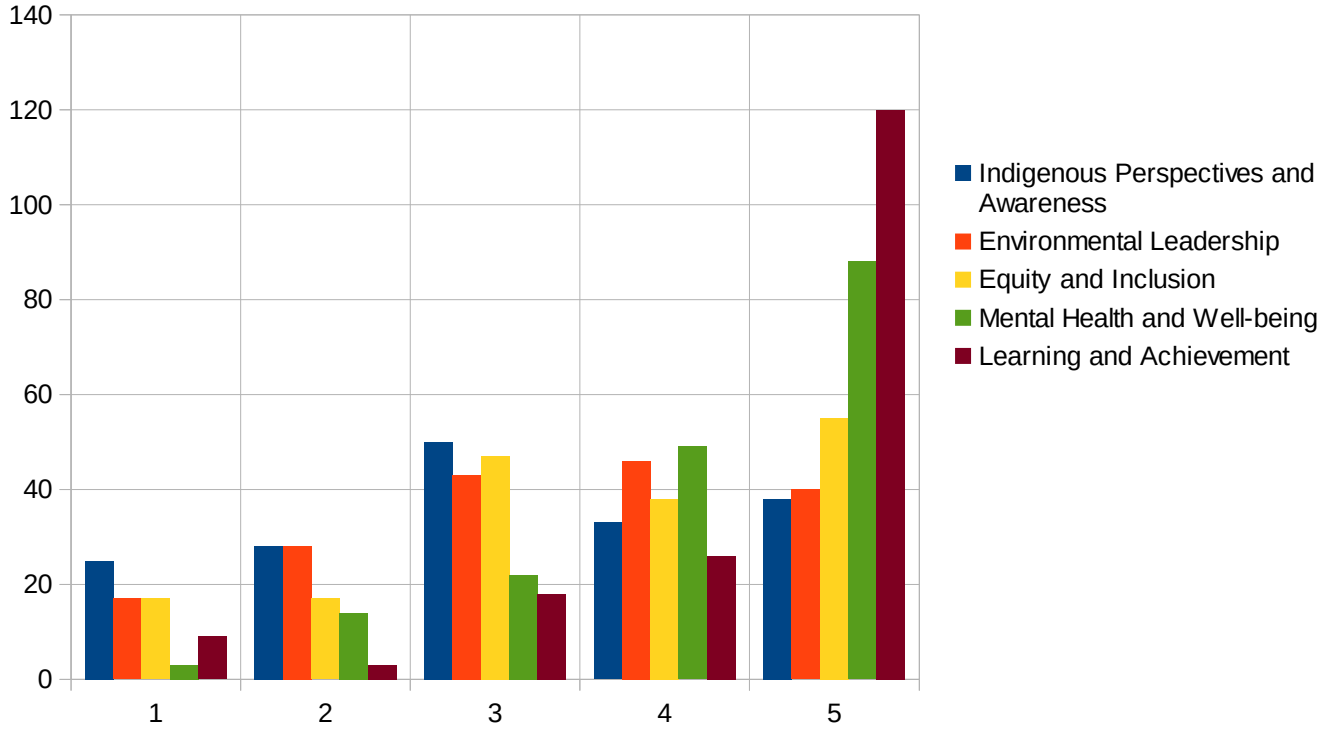


16. Should the new "Professionalism Policy" and "Administrative Procedures" to be in effect for the 2023-2024 school year?



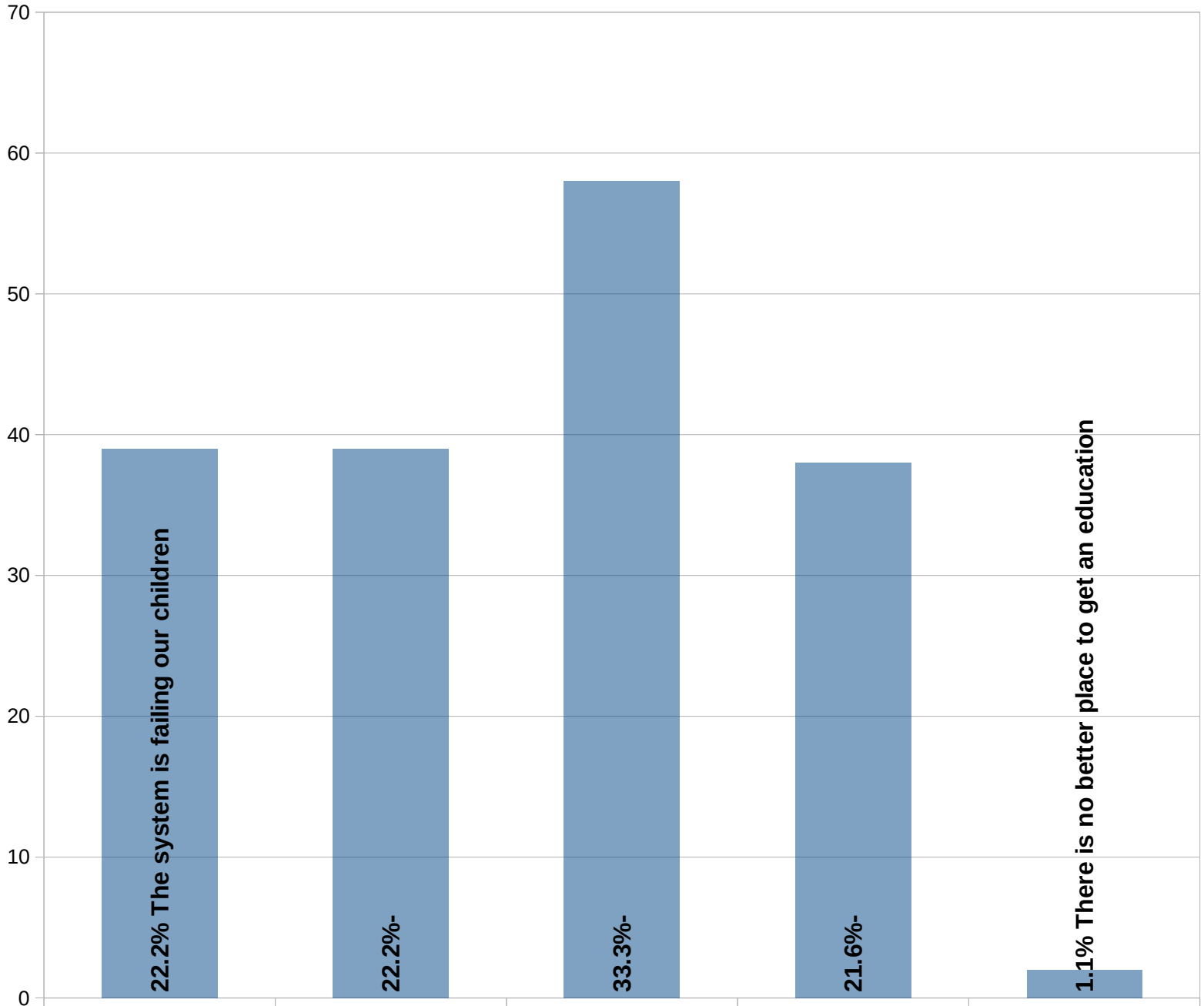
17. Rate the importance of the following objectives of the 2020-2024 HDSB Multi-Year Plan.

1- This is least important. 5- This is most important.



Respondents were free to select multiple issues as most important, or least important.

18. Do you believe Ontario's Public Schools are preparing our children to be competitive with the best students in the world?



Y Axis scale shows number of respondents, text shows percentage.

Respondents selected from 1 to 5.

1 - The system is failing our children

5 - There is no better place to get an education

19. Do you have any other comments or concerns which you wish to share?

- The entire “woke” school agenda is self serving for incompetent politicians and power hungry professionals. It is a construct designed to tear apart the fibre of family and church.
- Hoping for clarification on professionalism in the workplace. A dark shadow was cast over Halton last fall that still remains. Looking forward to a better school year ahead. Our students deserve better. OTHS did the best they could do given the circumstance. Unfortunately this school was under the guidance of a board not qualified to do so.
- What is the point for hundreds of students suffer due to stupidity of a single jerk? This is what you call fairness? What is inclusivity? Do you invite a rapist to your dinner? There got to be some limits. Common sense!! We need common sense.
- Thank you for asking direct, relevant questions whilst not avoiding the turbulent crisis oths has just lived through.
- I am frankly nervous about how these survey results will be interpreted and framed. Some of the questions are quite leading, and the survey itself can hardly be considered scientific so I would caution against you using blanket statements later like '80% of parents agreed'. For a survey to be scientifically valid there needs to be certain standards met, and a fair and representative sample gathered, not just from the ones that have a strong enough opinion to bother answering. In that same vein, I also am concerned that council says it is sending letters to the school board taking a position on this issue prior to surveying all members of the school community or sharing the content of said letters with parents. Voices of all parents matter, not just the most vocal ones, or the ones on the actual council. It would also be appropriate to tell parents exactly who is on this subcommittee. I would hope it is not made up of anyone with a conflict of interest (ie someone who is involved in legal action against the board or running outside websites taking a very strong opinion--to the point of linking to offensive content on their websites-- on the subject at hand). This whole issue has been extremely divisive to the school community and the loudest voices DO NOT represent all and should not be the guiding force on council decisions or communications. Also, why is this survey open to members of the wider community? As we have seen this year, many outside groups with their own agendas have taken an interest in this issue. I have concerns that they will 'stack' the replies to this. Are you ensuring that each parent replies only once? I have so many questions about the validity and fairness of this survey and really think you need to address this and be mindful when you are presenting any results that you get from this lest you inflame the situation even further. There are trans, non-binary, gender-diverse children at OT and it is extremely concerning to me how they feel when presented with some of the things that have gone on this year under the guise of 'protecting the students'. The adults in this community should do better. Council included.
- School should be about learning, and making students proud of themselves, our history, and Canada. Each student should be taught to the limit of their ability, not to the lowest common denominator.
- Thank you for including our perspective.

- "HDSB is dragging its heels and should be able to put a dress code in effect efficiently and effectively. They are failing students, parents and teachers by not managing this sooner. Their approach has not been inclusive and their communication to parents and students is lacking. They lack accountability and have frankly done a poor job and failed us all. As adults and leaders, they should be positive role models to our students and show them that they have their best interests at heart. This whole experience has been extremely disheartening and exhausting. The School Council and others have been working countless hours to bring this issue to the forefront and have the Board take action, when they could've been focusing their energy elsewhere to improve the students educational needs further.

I hope the School Board does the right thing and moves forward with an effective dress code policy and puts an end to this their time wasting once and for all."

- Please please please get your acts together. STOP perpetuating divisiveness. A kid is a kid regardless of race, orientation or any other thing going on in the world. TAKE ACTION. This entire year was GLOBAL JOKE thanks to the inaction of OT, HDSB and anyone else with oversight. Tots utter joke. Everyone should be embarrassed and ashamed quite frankly. You e made a mockery of our public education in Ontario. (Which is why private schools now have huge waiting lists. People are disgusted and done with this system and the inept people running it). If this happened in the public sector - everyone would be fired - no questions asked.
- No
- The HDSB has been an utter disappointment. Its leaders should be removed from their positions and replaced with leaders with reason and logic who will put the students before all else.
- It is important not to let any one group and one set of views govern how this is done. It needs to be a policy that can be agreed by all outlines the expectations of all regardless of their views of certain groups.
- Last year was a challenging year. As a parent, I was disappointed with our education system. I felt not heard by the board, by our MPP and our Minister and didn't know who to go to. I felt the board had not put the well-being of our students as their priority. Our students were exposed to a teacher that dressed inappropriately and We had bomb threats throughout the year, with very little information from the board. My source of information was news media.
- Lack of adequate supervision of students, kids in the halls and vaping in bathrooms, students are afraid to go to the washroom. Lack of consequences for poor behaviour.
- Our kids have suffered enough. Can we please put a policy in where a dress code impacts students and teachers and is stringent enough so that the national news, bomb threats and protests are prohibited?
- Re #12, I answered yes, however don't believe a policy statement such as the one examples is needed. Further, what teachers do outside of school, short of abusing a child or drugs, isn't my business or anyone else's. I think teachers are already professional in the ways you're trying to

address. I also believe that parents and the community should let the teachers get on with the business of teaching my child and the other students.

- I can't believe that any professional requires a dress code to spell out what is appropriate in a work environment. Very disappointing!
- the board is spineless and have absolutely no common sense. after years of teaching "inclusiveness, etc" the board is excluding those students who want a professional learning environment with out that nonsense that the board is presenting. the entire year has been so disappointing with complete lack of leadership from the college, HDSB and government, and principle. In any other work environment, this issue would have been resolved in a couple days max! We should all remember this situation should the teachers choose to go on strike with their union...all of this hullabaloo of "we are striking to make it better for the kids" is utter nonsense. They are a self serving bunch who only look out for themselves with their union dictating the narrative.
- The principal should not be allowed to return and Curtis Ennis should be fired outright.
- "Q12. I agree with this in general but do not believe that it is relevant to Ms. Lemieux's situation. "Appearance" is being misinterpreted here.

Q13. Also not relevant to this situation. No student rights were violated. There is no "right" to not find someone weird.

Q15. Community input does not mean that the most outraged should get their way and be followed. Not getting your way, and not being listened to are not the same thing.

Q16 . I don't care if it's done at all

Q18. There are many factors that contribute to us not being globally competitive. Most significantly we do not teach math well or challenge our students sufficiently in math. The clothing of a shop teacher is irrelevant to our world standing in education and so should not garner this much attention.

- HDSB has stalled because it doesn't fit with their DEI agenda. The have protected the teacher at the expense of the students safety and academic achievement. The have protected a teacher that allowed vaping in the classroom. DEI including SOGI is what is causing mental health problems. HDSB needs to drop DEI and focus on academics and true education, not their DEI education.
- It has taken too long to ask the community and parents our opinion especially since our kids have been put to risk over and over again this past year. I cannot imagine that teachers appreciate how kids, especially girls are dressed in their classrooms nor the appearance of the teacher in question. Teachers and staff should have voting rights above union and board when it comes to their workplace. Workplace/schools is not the same as ones' homes and when it comes to minors we should be especially mindful and more prescriptive rather than less. While I believe Equity and Inclusion are extremely important, however it has to be balanced with what

is disgraceful, dishonourable or unprofessional to all to ensure there is proper equity and inclusion. Therefore, it cannot supercede everything else but rather be balanced.

- HDSB has failed our children and MUST be held accountable. They put our children's education in jeopardy. They put our children's safety in jeopardy. They put our children's mental health in jeopardy. They forced school admin to make terrible statements such as this is a Rosa Parks moment. They caused children to question their won judgement and not to trust their own instincts. They protected a teacher that allowed vaping in the classroom - all in the name of their DEI agenda. Their DEI and SOGI agenda is absolutely harming our children and the lack of focus on academics and real learning will do irreparable damage. There must be accountability.
- We have entered an era in which individual rights backed by the Human Rights Commission ,which has been given too much power, super-cedes the rights of the majority. Our children and their parents are angry. The school board cowers in fear of litigation. We all cower in fear of saying something that does not adhere to a certain narrative. If you have not already read Ray Bradbury's Fahrenheit 451, George Orwells 1984 and are not aware of the Nazi book burnings..... educate yourselves. Debate the past and disagree with others opinions do not destroy or criminalize them.
- There should be clear recognition and accountability for the failures, through actions and inactions, of the HDSB leadership in dealing with the professionalism/dress code issues and safety issues at OTHS this year. The HDSB leadership needs to take concrete steps to repair the loss of confidence and trust in their leadership, and the real fracture with parents that they have caused. The stonewalling and refusal to engage with parents regarding genuine issues and concerns cannot be repeated. In my opinion, Curtis Ennis, Sari Taha, and Jacqueline Newton should be dismissed from their positions with the HDSB.
- If a school in Canada is receiving multiple threats and our children are still kept within the school, there is a problem here. This issue was not managed professionally and our kids suffered. Apart from the teacher's dress choice; we need to ensure that proper policies are in place when there is outside threat to our most vulnerable, our children. Nothing can be justified when their mental health is at risk. Adults should take full responsibility.
- Teach them how to think not what to think, and stop indoctrinating
- No.
- I am really concerned that protecting trans rights and freedom from harassment has outweighed common sense based policies. Criticizing a teacher's appearance and asking them to make a change is not necessarily "harassment". Being part of a society means being open to feedback from members of the community. Trans rights should not mean protecting individuals from common sense feedback about their appearance. Feedback is not the same thing as harassment!
- school is not a place for indoctrination but for education
- I have 2 children in OT now (grades 11 & 12). My third child in grade 8 will not be attending OT in the fall and will go to a different school. The disruptions, protests and threats against the

school have made it an unsafe learning environment and the lack of action taken gave me no confidence in the school.

- No
- The HDSB Chair should resign or be fired from his job for failing the students and parents.
- When rating importance something like Equity & Inclusion is inexplicably tied with Mental Health which I deem of great importance and required to support Learning and Achievement - the focus and defining importance in and of school. But the system's use and application of Equity and Inclusion has been extremely concerning. An issue of children being intimidated and harassed by inappropriateness from a teacher caused distress and disruption to the entire school and community. The failure of the school and board to honestly address the situation, to engage the community resulted in undue distress and harm to students. And all of this was a result of the misapplication of Equity and Inclusion. Which is unfortunate because while trying to bring awareness and garner support for Equity and Inclusion the principal, teacher and board have all inspired the opposite. I am totally appreciative that much of the staff and board have had a challenging year but we should remain honest in our critical assessment of why. It's not because the world is wrong and bad it's because they failed to follow and execute on their primary duties and responsibilities. Where there is a lack of resource (funding, staff etc) we should fall back on the primary duties and responsibilities. Child safety being the top priority.
- Students are our future, please don't involve the pure land of the school in some political interests.
- The fact that MONTHS into this fiasco there are still no administrative procedures to address the potential for future issues says everything about the Board's incompetence. If the safety and wellbeing of our children is not the top the priority, what is???????
- No
- "No
"
- "#12 - This is not relevant to the policy which addresses teachers, not students. There are dress codes at the vast majority of workplaces regardless of whether or not students are present.
#13 - Teachers dress code issues do not violate students' rights.
#15 - Yes. However, this does not mean that feedback should necessarily change the outcome.
#17 - The lack of a dress code policy for teachers up until now has not had any affect on my mental health/well being or my education as a student."
- Please fire Curtis Ennis and do not allow Meredith back into our school.
- "Please do not be afraid to state exactly what violates the professional policy. Using terms that can apply to many things, can easily be argued and shows uncertainty of the board in their actions. Everyone also knows this is directly related to the teacher that is now no longer teaching at my highschool. The whole situation was not handled in favour of the students. Everyone was afraid of saying it was not safe for us. At the beginning I was on the Teachers

side, supporting their rights as I support my trans friends rights. However, The teacher showed little care for how our lives were being impacted. Obviously, gender and expression of identity, is a sensitive topic, but what makes everything worse is when you become afraid to speak on the topic. How would anything happen that was benefiting in this world if we were all afraid of speaking? And I'm not talking about the "freedom of speech" that the discriminatory protestors were claiming to

Use. I am trying to point out that a lot of us can move passed personal ideologies and accurately decide what is best for the students and staff of hdsb. "

- This issue has distracted the school community (administration, teachers, parents and students) for a significant part of the school year and has had a detrimental effect of student progress and wellbeing. The school's reputation has been damaged. Many families are considering alternative schools. This is a great shame. I do not believe the policy guidelines will prevent similar issues from causing similar disruption to school communities in the future. More needs to be done.
- please leave school as the place of education enviroment, it should be plotical free! union free enviroment!
- I do not think that by asking teachers/staff to 'avoid even the appearance of impropriety' that their rights will be superseded. Individuality and expression can be demonstrated in ways that are not improper. I believe that educational institutions are societies. Being part of a society means that the individuals within that society work together in a more or less ordered community - being respectful of the agreed upon rules of that community. Providing clear dress code guideline alleviates confusion.
- We parents are tired and angry of the board, the school officials etc. We need the teachers to teach at school. We need the school to be safe , positive and encouraging our kids to become a responsible grow-up when they enter the society.
- Those responsible to apply the Professionalism Policy should have Occupationally mandated psychological evaluations as an available tool to assess the adequateness of someone in a certain point in time for their job, as other professions do.
- "Since the Premier and Education Minister say the tools are already in place to deal with this situation, I have to ask why the Board has failed to decisively act in the best interests of students. I am concerned that Director Ennis and Human Resources Taha are activists pushing an agenda they have personally taken on. I feel they should both no longer be employed by the board as they have enabled this issue to carry on and affect an entire high school of students for a whole academic year. My son's whole high school experience has been one of ineffective teaching due to covid and remote learning and now this professionalism issue with mulitple bomb threats. Certainly the Premier and Minister would not make the statements they did without seeking legal advice of some sort. Therefore there must be some sort of contrary opinion in the HR world on this issue. Since the board has failed to take appropriate action, at this point I would support the Province stepping in and taking over the board in order to deal with this issue. It recently happened in Peel, it can happen here. I am also concerned with how easy it is to manipulate the learning agenda and implement controversial material without any parent consultation or input. Parents should have a say and I feel that schools should stick to the

core subjects and social issues should be paid minimal attention. School's purpose is academic, its not there to program our children with social agenda.

I also feel I should know whether Lemieux is employed via contract or is a full time employee of the HDSB. There is information that he is still a member of the Hamilton Board of Education at this time. Given the situation, if he is a contract hire it should not be renewed. And the reason should be that he has caused severe disruption in the school system, bomb threats, school closures, students missing instruction time and causing a general disturbance in the HDSB system. If teachers think they are a pillar of society, then they should act like one.

Law enforcement sometimes informally examines their behaviour on whether their actions would pass the ""community shock test"", certainly a teacher in the classroom wearing mammoth prosthetic breasts with overly long plainly visible nipples does not pass this test. Therefore parents have a right to stand up, voice their opinions and be heard.

Since the Board has consistently fallen back on this being a Human Rights issue, I challenge the OTHS School Council to pass a motion to make a complaint to the Ontario Human Rights Tribunal on behalf of the students. Their right to an education free of sexual harassment, bomb threats and intimidation from school administration is certainly being violated by this situation."

- The HDSB is incompetent; their lack of action is deplorable. Why has it taken them so long to draft and impose professionalism standards?
- This survey is poorly designed and is clearly biased to presuppose an issue and a desired outcome to that supposed issue. This does not, by any means, appear to be a good faith attempt to understand the perspectives of the community - rather it is clearly meant to gather "data" to support a pre-determined, political conclusion. In addition, by opening the survey to all - not just parents and students - it is gathering the opinions of those not impacted directly by the policies and discussions in question. These opinions should be given minimal weight.
- Thanks you for doing this survey. Please extend it to all Parent councils in HDSB
- Teachers should be allowed to wear jeans
- HDSB needs to return its focus to prioritizing the education of our children which they are currently failing at. They are not a social experiment, the future economy of this country relies on there success
- The HDSB has lost sight of the fact that their ultimate priority is to ensure the students' right to a decent education free from distractions and threats. Professionalism is expected of all staff and the expectation and enforcement of that is not an infringement of any civil liberties or human rights.
- N/a
- Settle down the revised policy and deploy ASAP

- I believe the rights of the teachers and students should be of equal importance. Dress code is important but will not resolve the underlying issue where this concern came from. Equity and inclusion should take precedence in that situation but also the safety of our children when threats take place. The ultimate concern here was the safety of my child and I don't believe the school or school Board provided that safety in the best way they could.
- Parents need more chance to meet or talk with teachers, school staffs and school boards
- It was a waste of time to read that draft policy document that you linked above. It was neither phrased nor organized in such a way as to include anything truly substantive. For shame.
- Stop confusing sex with gender. Stop putting the outdated concerns of a few angry uneducated parents ahead of the students needs. Good teachers should not be judged on who they are or what they look like. This entire situation is a joke. A waste of resources and of someone's professional time.
- This response and draft is a good start but the school system has a long way to go in terms of parent participation or engagement. Schools must listen to parent voice and provide enough opportunities for parents to learn about and provide feedback to their kids' education. Schools must transparently and equally value parent opinions and incorporate them into the policies and their enforcement.
- It does seem like an excessive amount of energy is going towards a problem with one attention-seeking individual. Perhaps the question that really needs to be addressed is if principals have the necessary powers and tools?
- I am very satisfied with the majority of teachers and their professionalism at work. It was very unfortunate what we had to go through this school year. The school board must learn from their mistakes and do a better job next year. We cannot go through what we went through again next year. Please be our voice and advocate for all our children. They deserve the best.
- You can have all the policies you want but you need a true leader to enforce them.
- respect each other
- More focus on student achievement, less on peripheral issues, which are a distraction from the core mission