



Code of Professional Practice

Staff members at Westgate Mennonite Collegiate have a duty to care for the people who make up our community and to steward our resources. We ask every staff member and volunteer to read, understand, and adhere to the guidelines in this Code of Professional Practice.

Responsibility to our students

1. See our students as children of God, following Westgate's mission and vision.
2. Keep students at the centre of all planning and decisions.
3. Act with integrity and diligence in carrying out professional responsibilities.
4. Ensure a safe, caring, and inclusive learning environment that supports Manitoba's Philosophy of Inclusion.
5. Take appropriate measures to ensure that any behavior intervention, response, or consequence is administered in a manner consistent with respecting the student's human dignity.
6. Acknowledge that student success and well-being is a collective responsibility.

Behaviour that Requires Intervention and Response

7. Respect those who have different beliefs, lifestyles and cultures. We have zero tolerance for discrimination or harassment of others on the basis of religion, economic status, disability, age, gender, or social condition.
8. Protect students and colleagues from threats and/or harm (examples: bullying, cyberbullying, sextortion, etc.).
9. Do not engage in any forms of harassment or abuse. Harassment refers to verbal or physical or sexual conduct that is unsolicited, offensive, and detrimental to an individual. Report any inappropriate behaviour (including harassment) immediately to an Administrator or the Principal.

Professionalism

10. Avoid involvement in a conflict of interest, recognize that a privileged relationship with students exists, and do not exploit that relationship for material, ideological or other advantage.
11. Speak and act with respect and dignity, and deal judiciously with others, always mindful of their rights.
12. Avoid bypassing immediate authority to reach higher authority without first exhausting the proper channels of communication.
13. Do not contact organizations or individuals on behalf of Westgate Mennonite Collegiate unless granted permission to do so in your role. Actions requiring prior approval of the Principal include, but are not limited to, public statements to the press, use of our logo, political initiatives, or lobbying efforts with other organizations.



Accountability

14. Arrive on time and notify the office as soon as possible if unable to fulfill your commitment.
15. Maintain the confidentiality of all proprietary or privileged information learned about Westgate Mennonite Collegiate, its activities, volunteers, staff, community members, partners or others. Do not reveal sensitive information to anyone outside of Westgate Mennonite Collegiate and only share information under the direction of the Principal.
16. Immediately inform Westgate Mennonite Collegiate in writing of any status change of your vulnerable sector check result and any recent arrests, or conviction in criminal offences or unresolved charges.

Manitoba Education and Early Childhood Learning has created the Office of the **Commissioner of Teacher Professional Conduct** to review concerns about the professional conduct or competence of certified teachers and school clinicians. Find out more at: www.edu.gov.mb.ca/k12/commissioner/index.html