



**RICHMOND  
CHRISTIAN  
SCHOOL**

**EST. 1957**

<b>POLICY NUMBER AND NAME:</b> <b>01.07 COMMUNITY STANDARDS OF CONDUCT</b>	<b>SECTION: 01- CONSTITUTION AND BYLAWS</b>
	<b>VERSION: 2.0</b>
	<b>LAST REVISION DATE: MAY 26, 2014</b>
<b>ADOPTED: JANUARY 18, 2007</b>	<b>REVIEW FREQUENCY: EVERY 5 YEARS</b>

### **PREAMBLE**

The Richmond Christian School Association exists to operate an independent Christian school in alignment with the school's Mission Statement. In order to promote and advance the mission and vision of Richmond Christian School all community members are expected to adhere to standards of conduct which the school holds for itself. This includes, but is not necessarily limited to, parents, guardians, volunteers, Trustees, committee members, and Society members.

Richmond Christian School is a place of diversity and the potential exists for differences of opinion on whether or not certain behaviour is in breach of the community standards. The standards of conduct of Richmond Christian School are rooted in the command of Jesus in Matthew 22: 37-40 that we first "Love the Lord your God with all your heart and with all your soul and with all your mind" and second "Love your neighbor as yourself".

These standards must be respected and adhered to in public and private life and in school related and non-school related activities.

<b>REVIEW HISTORY</b>		
<b>DATE</b>	<b>VERSION</b>	<b>CHANGES</b>
JANUARY 18, 2007	1.0	
MAY 26, 2014	2.0	REVIEWED AND REAFFIRMED

## SCOPE OF APPLICATION

1. The standards of conduct for members of the community are found in the Richmond Christian School Constitution, its Bylaws and other governing documents, employment contracts and policy and procedure manuals, Codes of Conduct, and handbooks.
2. Board and committee members shall only hold office if they support and adhere to the same standards of conduct. Service in these areas place each member in a position of responsibility and leadership within the school.

## COMMUNITY STANDARDS EXPECTATIONS

3. The following Standards of Conduct are expected from Richmond Christian School community members and contains a non-exhaustive list of general examples of how community members are to live in harmony with one another, promote the mission of the school and protect the integrity of the Christian education being offered:
  - a. Community members are to attend a Bible based, Bible teaching Christian church.
  - b. Community members are to demonstrate clear and active support for Christian education.
  - c. Community members are to promote and maintain a respectful school environment:
    - i. by being courteous, polite, respectful and considerate towards others
      - 1) Respect the privacy of others on social media or other public mediums
    - i. by acting with honesty and integrity, abiding by and upholding all rules and regulations and assisting and encouraging others to do the same
    - ii. by refraining from statements, actions or conduct which is intolerant or discriminatory as determined by prevailing legislation
    - iii. through the inclusion of all people, including those with different strengths and opinions
    - iv. respecting that intimate relationships are only appropriate between a husband and a wife where there is a legal covenant between them
    - v. by not engaging in activities that are criminal, violent or abusive
    - vi. by refraining from any other conduct that could bring disrepute to Richmond Christian School in the reasonable judgment of the Board of Trustees; and
    - vii. by managing conflict in a polite and civil way
      - 1) Respect the confidentiality of difficult or negative school relationships and handle situations privately.

- d. Any allegations of conduct in conflict with these standards should be dealt with confidentially through policies 1.5 Dispute Resolution or 3.13 Employee Relations Committee.

## RESOURCES

- 4. Parties engaged in a conflict may be required to complete an Endorsement of Basic Values form.