



## Thames Valley District School Board Equity & Inclusive Education Review Summary

<b>Name of Policy/Procedure:</b>	Bias-Aware Progressive Discipline
<b>Policy/Procedure Number:</b>	4008I
<b>Department Lead:</b>	Dennis Wright, Superintendent of Student Achievement
<b>Originating Department:</b>	Learning Support Services – Safer Schools
<b>Date of Submission to EIE:</b>	October 21, 2024

### **EIE Review Committee comments and suggestions:**

*It is expected that the Administrative Procedure Holder (or designate) also document the Committee's comments and suggested changes during the Committee meeting*

The Procedure Holder indicated that there had been some debate over whether to include suspensions and expulsions within the procedure and that it has been determined that suspensions and expulsions are forms of discipline on the continuum and therefore should be included within the procedure.

The Procedure Holder provided a list of grounds for suspension and expulsion that had been removed from the procedure. The list included:

1. The use of profane language – advised that this ground was removed because there was too much leeway given in suspending students under this ground.
2. Opposition to authority - advised that this ground was removed due to it being too elusive.
3. Any behaviour injurious to the morality of the school – advised that this ground was removed due to the subjectivity of morality.

The Procedure Holder also indicated that the procedure clarifies the appeals process for both suspensions and expulsions.

The Committee questioned how the procedure's philosophy would be implemented in schools. The Procedure Holder noted that training would be delivered to school administrators and that practice guides would be developed for students, parents, and administrators.

The Committee recommended outlining the Human Rights and Equity Office's role and responsibilities under the procedure. It was also recommended that a section be added to each appeal process that outlines a student's right to engage the Human Rights and Equity Office if they feel that they were discriminated against at any point during the suspension, expulsion, and/or appeal process.

The Committee recommended defining (Appendix G) and referencing (s. 3.2.2 and 4.1.5 of Section 1) implicit bias and explicit bias.

The Committee questioned the use of the Latin term “in camera” in s. 9.1 and s. 13.1 of Section 5 of the procedure and recommended using the term “private”. The Committee also asked about the accessibility of the appeal hearing. The Procedure Holder indicated that hearings are held virtually and that TVDSB would provide space at the Education Centre with access to a device and internet for the student and, if necessary.

The Committee also questioned whether the Board would be tracking Code-based data in relation to the identities of students who are suspended or expelled.

The Committee recommended changing the term “junior kindergarten” to “kindergarten year 1”.