

# Index

**All Families are Equal Act**, 266-267, 274-276

**Attendance**, 279-289

**Bill 13**, 20-21

**Bill 74**, 17-18

**Bill 104**, 8-9

**Bill 157**, 20, 373  
progressive discipline and, 373

**Bill 160**, 9, 11, 14-15  
class size and, 11  
collective bargaining and, 14-15  
school councils and, 11  
school funding and, 11  
teachers and, 14-15

**Bill 174**, 21-22

**Bill 212**, 9, 19-20  
(*See also* Bullying)

**Bomb Threats**, 159-163

**Bullying**  
(*See also* Cyberbullying)  
definition of, 236  
intervention, 323-324  
prevention policies, 323-324  
progressive discipline, 325-327  
Provincial Code of Conduct and, 25-27

**Canadian Charter of Rights and Freedoms**  
detention and arrest, 398  
freedom of association and Bill 160, 14-15  
rights under, 85, 394

**Canadian Charter of Rights and Freedoms** — *continued*

search and seizure, 399-411

**Cannabis**

(*See also* Bill 174)

Education Act changes, 9-10, 21-23, 31

legalization of, 30-33, 316

medical, 31

    accommodation of, 31, 317

recreational, 316

smoking and vaping, 30-31

suspension or expulsion for, 22-23, 343

use in public places, 30-31

**Careful or Prudent Parent.** *See* Negligence, standard of care

**Change of Name Act**

student names, 276-278

**Child Abuse**

by peers, 417-419

documenting indicators, 422-423

offence for failing to report, 420-422

reporting —

    by principals, 415-417

    by teachers, 415-417

**Child, Youth and Family Services Act, 2017**

(*See also* All Families are Equal Act)

duty to report abuse, 287, 415-417

confidentiality and, 419-420

offence for failing to report, 420-422

**Children's Law Reform Act**

access to Ontario Student Record, 174

parent, definition of, 266

parents in same-sex union, 266

**Class Size,** 4-8, 17-18

**Code of Conduct.** *See* Provincial Code of Conduct (Ontario)

**Collective Bargaining**

(*See also* Labour Relations Act, 1995)

generally, 55

exclusion of principals from, 13-15, 33-34

School Boards Collective Bargaining Act, 2014 —

    generally, 12-13

**Collective Bargaining** — *continued*

School Boards Collective Bargaining Act, 2014 — *continued*  
two-tier model, 56-58, 65-66

**Concussions**

liability for, 112-115  
protocol, 113  
school policies on, 113

**Confidentiality**

communications in school, 194-195  
complaint about teacher, 240  
court proceedings and, 178-182, 195-198  
    criminal proceedings, 179-180, 196-198  
    privilege, 178-179, 189, 195-196  
information about criminal conduct, 199-200  
Ontario Student Record, 173  
professional ethics and, 198-199  
reporting child abuse, 419-420  
workplace violence and harassment reports, 76

**Court Proceedings**

attendance in court, 181-182  
disclosure of Ontario Student Record for, 178-180  
    civil proceedings, 178-179  
    criminal proceedings, 179-180  
        and confidentiality, 196-198  
preparation of witnesses, 180-181  
release of confidential information, 195-198

**Criminal Code**

assault, 260  
confidentiality and criminal proceedings, 196-198  
criminal harassment, 261  
disclosure of Ontario Student Record and, 179-180  
judicial proceedings affecting schools, 179-180, 196-198

**Custody and Access.** *See* Parents, rights of non-custodial parents

**Cyberbullying**

definition, 383, 385  
generally, 382-383  
intervention, 384  
investigation, 389-390  
prevention, 384  
responding, 388-390

**Defamation**

- generally, 247-255
- damages for, 250-255
- of educators, 250-255

**Defences**

- contributory negligence, 100-101
- limitation periods, 99-100
- statutory limitation, 100
- voluntary assumption of risk, 101

**Discipline**

- of staff, 73-74, 202
- principal's duty to maintain, 36-37, 321-325, 419
- progressive discipline policies, 325-327

**Disease.** *See* Health Protection and Promotion Act

**Divorce Act**

- access to Ontario Student Record, 174
- rights of access parent, 266-267

**Drugs**

(*See also* Cannabis)

- search for, 399-408
- suspension in connection with, 377-381

**Duty of Care.** *See* Negligence

**Education Accountability Act, 2000.** *See* Bill 74

**Education Act**

- Nova Scotia —
  - health of students, 294
- Ontario —
  - access to school premises, 411-412
  - attendance, 279-289
  - codes of conduct for schools, 25, 365
  - duties of principal, 40-41
    - discipline, 36-37, 321-325, 419
    - health and comfort of pupils, 40, 88-89, 294
    - keep school safe and in good repair, 129-132
    - maintenance of student records, 177-178
    - mandatory suspensions, 353
    - teacher performance appraisal, 10, 202-204
  - duties of teachers, 41-43
    - duty of care and, 88-90

**Education Act** — *continued*Ontario — *continued*

- maintain order and discipline, 302
- expulsions —
  - appeal of, 350-351
  - hearing, 345-347
  - investigation by principal, 344
  - programs for expelled students, 347-348
  - recommendation by principal, 344-345
- Ontario Student Record, 171-182
  - access to, 174
  - contents, 173
  - correction of, 176-177
  - Ontario Student Record (OSR) Guidelines, 2000, 172
  - recording violent incidents, 376-377
  - transfer of, 175-176
  - use in legal proceedings, 178-180
- parental harassment and, 236
- school closure during strike or lock-out, 66-67
- school councils and, 237
- staff meetings (attendance), 71-73
- student transfers, 368-372
- supervision time, 104-106
- suspensions —
  - appeal of, 340-342
  - factors, 333-334
  - infractions, 332-333
  - notice of, 335
  - programs for suspended students, 335-337
- trespassers, 411-412
- Prince Edward Island —
  - health of students, 294
  - limitation of liability, 100
- Saskatchewan —
  - limitation of liability, 100

**Education Amendment Act (Progressive Discipline and School Safety), 2007.** *See* Bill 212

**Education Improvement Commission,** 10

**Education Quality and Accountability Office,** 10-11

**Education Quality Improvement Act, 1997.** *See* Bill 160

**Educational Malpractice,** 139-141

**Emergencies**

- allergy-based, 314-315
- emergency response planning strategies, 164-168
- hypoglycemia, 308
- naloxone, 319
- standard of care, 300-301

**Equity.** *See* Inclusive Education

**Expulsions**

- appeal of, 350-351
- criminal proceedings related to, 351-353
- hearing, 345-347
- interventions, 321-328
- investigation by principal, 344
- interviews, 355-361
  - confidentiality, 358
- planning meeting, 348-349
- procedure, 342-351
- programs for expelled students, 347-348
- progressive discipline and, 325-327
- recommendation by principal, 344-345
- re-entry of student, 349-350
- Student Action Plan (SAP) and, 348-349
- whole-school approach and, 321-322

**Fewer School Boards Act, 1997.** *See* Bill 104

**Field Trips**

- emergency response planning, 301
- medication and, 301
- permission forms and, 125-128
- standard of care, 122-125
- supervision, 122-125

**Ford Government**

- class sizes, 4-8

**Ford Government** — *continued*

- curriculum changes, 5, 7-8
- e-learning, 8
- New Vision for Education, 4-8, 16-17

**Foreseeability**

- of emergencies, 168
- of injury, 92-94, 119, 129-132

**Freedom of Information.** *See* Municipal Freedom of Information and Protection of Privacy Act

**Grievances.** *See* Labour Relations Act, 1995

**Guide to Ontario Legislation Covering the Release of Students' Personal Information, a Guide to Privacy and Access to Information in Ontario Schools, the,** 177, 182-183, 189-190

**Health Protection and Promotion Act**

- communicable diseases and admission to schools, 41, 141-142
- reporting communicable diseases, 141-142

**Home Schooling,** 280-281, 286

**Human Rights Code**

- cannabis and, 31, 317-318
- disability and, 51-52, 221-222
- job interviews and, 50
- religious accommodation, 28
- teacher performance appraisal and, 221-222

**Inclusive Education**

- accommodation, 27
- application to suspensions and expulsions, 321
- culturally responsive pedagogy, 29, 324, 362
- Ontario's Equity Action Plan, 29
- student-led activities and organizations, 328

**Labour Relations Act, 1995**

- collective bargaining and principals, 12-15, 33-34
- duty of fair representation, 60
- expedited grievance procedure, 60-61
- lock-out, 63-68
  - meaning of, 63
  - unlawful, 68
- strikes, 61
  - meaning of, 61-62
  - right to, 63

**Labour Relations Act, 1995** — *continued*strikes — *continued*

strike activity, 63-65, 68-71

strike vote, two-tier bargaining context, 12, 56, 65-66

unlawful, 68

unfair labour practices, 59

**Leadership**

principals and, 27, 73-74

problem-solving culture, 423-428

**Liability***(See also Negligence)*

educational malpractice, 139-141

managing medication, 291-300

occupiers' liability, 129-132

off school property, 119

outside school hours, 115-118

prevention, 125-128, 164-168

school excursions, 122-125

vicarious liability, 95-99

**Limitations Act, 2002**

generally, 99

sexual assault limitation period, 99-100

**Lock-downs**, 156-158**Lock-outs**. *See* Labour Relations Act, 1995**Medication**

assignment to administer, 302-304

duty of care, 300-301

emergency treatment, 305

factors to consider, 297-298

insulin, 306-308

policy and procedure, 294-297

risks in managing, 298-300

**Minister of Education**, 4, 16-17, 25, 361**Municipal Freedom of Information and Protection of Privacy Act**

access to school records, 183-184

exemptions, 185-189

guidelines on, 182, 190

health and safety exception, 185-189

notes regarding suspension incident, 359



**Municipal Freedom of Information and Protection of Privacy Act —**  
*continued*

personal information and, 182-183  
searches and, 403

**Naloxone Kits, 318**

**Negligence**

confidentiality and, 200  
contributory negligence, 100-101  
damages, 94-95  
definition of, 87  
duty of care, 87-90  
    common law duty of care, 89-90  
    in emergencies, 300-301  
    off school property, 119  
    outside school hours, 115-118  
    school excursions, 122-125  
    statutory duty of care, 88-89  
foreseeability, 92-94  
physical education and sports, 107-109  
school excursions, 122-125  
standard of care, 90-93  
    breach of, 93  
    in emergencies, 300-301  
supervision of students, 92-94, 96, 102-106  
transportation of students, 120-122

**Negligence Act**

contributory negligence, 100-101

**New Teacher Induction Program, 202-203, 206-207, 210-211, 223-225, 230-231**

**Nuisance**

parental harassment and, 255

**Occupational Health and Safety Act**

work refusal under, 78-79  
workplace harassment, 76-78, 258-260  
workplace violence, 76-78, 256-258

**Occupiers' Liability Act**

liability under, 129-132

**Ontario College of Teachers Act, 1996**, 43-45

**Ontario Physical Education Safety Guidelines**, 113

**Ontario Student Record**

- access, 174
- confidentiality of, 173-174
- change of student's name, 277-278
- contents of, 173
- correction of, 176-177
- destruction, 190
- retention, 190
- search warrant and, 403-404
- searches and, 403
- serious student incident and, 376
- transfer of, 175-176
- use in legal proceedings, 178-180
- violent incidents and, 376

**Ontario Teachers' Federation**, 43

**Ontario Student Record Guideline, 2000**, 172

**Parental Harassment**

- appropriate response, 237-240
- criminal harassment, 261-263
- defamation, 247-255
- nuisance, 255
- Occupational Health and Safety Act and, 255-260
- parent protocol, 263-264
- recording of meetings, 240-242
- removal from school property, 242-244
- restraining order, 246-247

**Parents**

- child's attendance, duty to ensure, 282
  - prosecution of parent, 284-286
- harassment. *See* Parental Harassment
- medical information from, 294-295
- permission forms, 125-128
- rights of non-custodial parents, 265-278
- suspension notice, 335

**Peanut Allergies**, 291-292, 313

**Personal Information**

- criminal proceedings and, 179, 196-198

**Personal Information** — *continued*

Municipal Freedom of Information and Protection of Privacy Act, 182-187

**Physical Education**

liability and. *See* Negligence

**Police**

arrest or detention, 398  
bomb threats, 159-163  
interviews of students, 394-395  
investigations on school premises, generally, 353-354, 390-391  
    students with special needs, 397  
    serious incidents, 396-399  
occurrences requiring response, 391-392  
parent notification, 395-396  
police/school protocol, 32, 156-165, 390-392, 418  
searches and seizure by, 403-404  
    digital devices, 408-410  
    locker search, 406-408  
    random, 411  
    use of drug-detector dogs, 404-405  
when to contact, 333

**Policies**

anaphylaxis (allergies), 304  
assignment of supervision time, 104-106  
asthma, 310  
attendance, 288-289  
bullying prevention, 323, 384-385, 388-390  
code of conduct —  
    Provincial Code of Conduct, 25-27  
    suspensions and expulsions, 322-325  
emergency response plan, 165-168  
Internet, 388-390  
liability prevention, 124-128, 164-168  
local codes of conduct. *See* Provincial Code of Conduct (Ontario)  
managing diabetes, 306-307  
managing medication, 291-300  
parent protocol, 263-264  
permission forms, 125-128  
police/school protocol, 32, 156-165, 390-392, 418  
progressive discipline, 325-327  
response to parental harassment, 236  
school excursions, 122-125

**Policies** — *continued*

- supervision of schoolyard, 110-112
- supervision of students, 101-104
- violence prevention —
  - student violence, 325-327
  - workplace violence, 76-78, 256-258

**Prevalent Medical Conditions**

- anaphylaxis, 312-314
- asthma, 309-310
- diabetes, 306-309
- emergencies, 305
- epinephrine, 311-312, 314-315
- individual plan of care, 305
- reporting, 306
- Ryan's Law, 2015, 309-310
- Sabrina's Law, 2005, 311-312
- training, 306

**Prevention**

- attendance problems, 288-289
- bullying, 384-385, 388-390
- severe allergic reactions, 305, 311-314
- suspension and expulsion, 322, 325
- trespassers, 411-415
- violence in schools, 391

**Principals**

- duties of —
  - assignment of supervision time, 104-106
  - attendance, 282
  - class content, 139
  - discipline, 36-37, 321-325, 419
    - and conducting searches, 399-400
  - general, 40-41
  - health of students, 294
  - investigation regarding expulsion of students, 344
  - keep school safe and in good repair, 129
  - leadership in operation of school (Provincial Code of Conduct (Ontario)), 27
  - maintenance of student record, 172-173
  - refuse to admit persons detrimental to well-being of students, 242-244, 327, 371, 412
  - reporting child abuse, 415-417
  - reporting communicable diseases, 141-142

**Principals** — *continued*

- duties of — *continued*
  - supervision, 101-104
  - suspension of students, 332-342
  - teacher performance appraisal, 202-204
- investigation of serious incidents, 396-399
- leadership and, 27, 73-74
- managing medication, 291-300
- Ontario Student Record and, 171-182
- parental harassment and, 236
- professional associations, 14-15, 36
- school councils and, 237
- school relationships and, 278
- unfair labour practices and, 59

**Privacy**

- breach of, 132-138
  - liability for, 133-134
- protection of, 137-138
- reasonable expectation of, 136-137, 197-198
- search and seizure, 404-411

**Procedural Fairness**

- appeal of suspension, 342, 355

**Progressive Discipline.** *See* Discipline.**Provincial Code of Conduct (Ontario),** 25-27, 323

- local codes of conduct for schools, 25-26

**Provincial Offences Act**

- prosecution for non-attendance, 284-286
- trespassers, 243

**Records.** *See* Ontario Student Record; Student Records**Restraining Order, 246-247****Safe Schools**

(*See also* Violence)

- cyberbullying, 382-383
- generally, 365-368
- identification of threats to, 389-390
- incident reporting, 373-375
- off-school conduct, 377-381
- positive school climate, 18-20, 26, 322-328, 373
- prevention strategies, 384-385

**Safe Schools** — *continued*

- progressive discipline, 322, 368
- Safe School Action Team, 325
- school transfer, 368-372
- Shaping a Culture of Respect in Our Schools: Promoting Safe and Healthy Relationship, 328, 372
- student search, 399-411

**School Act**

- Alberta —
  - health of students, 294

**School Attendance Counsellor**

- responsibilities, 280, 282
- inquiries into non-attendance, 283-284
- prosecutions for non-attendance, 284-286

**School Boards**

- amalgamation of, 9
- expulsion hearing, 345-347
- liability of —
  - occupiers' liability, 129-132
  - transportation of students, 120-122
  - use of board property, 129-132
  - vicarious liability, 95-99
    - intentional acts of employees, 96-97

**School Boards Collective Bargaining Act, 2014.** *See* Collective Bargaining**School Councils**

- establishment of, 46
- meetings, 47-48
- members of, 47
- parental harassment and, 237
- principal and, 48-49
- role of, 10

**School Day**, 46**School Hours**

- liability outside of, 115-118

**School Trustees**

- reduction in number of, 11
- role of, 11

**School Year**, 45**Search and Seizure**

- Canadian Charter of Rights and Freedoms and, 399-402
- digital devices, 408-410
- locker search, 406-408
- factors to consider, 402-403
- random searches, 411

**Social Networking Websites**, 382-383, 385-390**Sports**

- liability and. *See* Negligence

**Staff Meetings**, 71-73**Strikes**. *See* Labour Relations Act, 1995**Student Action Plan**

- expelled students, 348-349
- suspended students, 337-339

**Student Names**, 276-278**Student Records** (*See also* Ontario Student Record)

- access to, 174
- court proceedings and, 178-180
- Municipal Freedom of Information and Protection of Privacy Act and, 182-183

**Student Transfers**, 175

- For school safety reasons, 368-372

**Supervision**. *See* Principals, duties of

- Ontario Physical and Health Education Association Guidelines, 109-112

**Suspensions**

- academic component, 334-335
- appeal of, 340-342
- factors considered, 333-334
- incident reporting, 373-376
- interventions, 332-334
- length of, 333-334
- meetings —
  - planning meeting, 338
  - re-entry meeting, 338
- notification, 335
- procedure, 332-342

**Suspensions** — *continued*

- programs for suspended students, 335-337
- progressive discipline, 325-327
- purposes of, 332
- Student Action Plan (SAP), 337-339
- whole-school approach, 322, 361

**Teacher Performance Appraisals**

- classroom observation, 220-222
- performance ratings, 224
- post-observation meeting, 222-223
- pre-observation meeting, 218-220
- procedures following unsatisfactory rating, 226-233
- summative report, 224-226
- teacher competencies, 222-226
- timing of appraisals, 209-212

**Teachers**

- administering medication, 302-304
- competencies, 222-226
- defamation by, 251-252
- duties of, 41-43
  - implied, 302-303
  - reporting child abuse, 415-417
  - secrecy of student record, 173-174
  - voluntary and required duties of, 68-71
    - staff meetings, 71-73
- ethical standards, 43-45
- evaluation of, 201-234
- hiring of, 15-17, 79-81
  - interviews, 80-81
- Putting Students First Act, 2012, 15-17
- occasional, 15-17, 79-81
- right to strike and, 63
- roster, 15-17, 79-81
- transport of students, 120-122

**Teaching Profession Act**

- Alberta —
  - confidentiality and, 198-199
- Ontario —
  - confidentiality and, 199
  - reporting child abuse, 420
  - duties of teachers, 43



**Tornadoes**, 163-164

**Tort.** *See* Negligence

**Transfers of Students.** *See* Student Transfers

**Transportation of Students**, 120-122

**Trespass to Property Act**

dealing with a problem parent, 243-244

trespassers on school property, 413-415

**Trespassers**, 411-413

preventing, 414

**Vicarious Liability.** *See* School Boards, liability of

**Vice-principal**

delegation of duties to, 40

teacher performance appraisals, 208-209

**Violence**

(*See also* Bullying; Child Abuse)

definition of, 376-377

recording violent incidents, 376-377

workplace violence, 76-78, 256-258

**Youth Criminal Justice Act**

access to student records, 191-194

admissibility of statements, 393

detention and arrest, 398

judicial proceedings affecting schools, 351-352

legal rights, 393-394