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2019 - 2020

# Safe Schools Plan

*At Toronto Catholic  
we transform the world through witness,  
faith, innovation and action.*



SCHOOL NAME

St. Jerome Catholic School

SUPERINTENDENT:

Shawna Campbell

SCHOOL ADDRESS:

111 Sharpecroft Blvd Toronto ON M3J 1P5

STUDENT ENROLMENT:

574

PRINCIPAL:

DiDomizio, Rocco

TRUSTEE:

Maria Rizzo



## OUR MISSION

The Toronto Catholic District School Board is an inclusive learning community rooted in the love of Christ. We educate students to grow in grace and knowledge and to lead lives of faith, hope and charity.

## OUR VISION

At Toronto Catholic we transform the world through witness, faith, innovation and action.

We believe in the worth and dignity of every person and that people thrive in a safe, healthy and compassionate environment. We strive to foster student achievement and well-being by providing all students with safe, healthy learning environment.

One of the ways we can achieve this goal is by using a whole-school approach to develop and nurture a positive school climate. The Safe Schools Action Team will consist of a variety of stakeholders in each school community responsible for advising the principal about school safety. The team will collaborate with the principal to create the local Safe Schools Plan.

### SAFE AND ACCEPTING SCHOOLS TEAM

<b>Administrative Rep</b>	<b>DiDomizio, Rocco</b>	<b>Teacher Rep</b>	<b>Venditti, Ben</b>
<b>Administrative Rep</b>	<b>Kurusenko, Ivanna</b>	<b>Parent Rep</b>	<b>LaToure, Jaqueline</b>

### SAFE SCHOOLS PLAN

All schools are required to develop and implement school-wide plans to help create a safe, caring and inclusive learning environment. Each Safe Schools Plan will consist of the following components:

1. Bullying Awareness, Intervention and Prevention
2. Progressive Discipline
3. Promoting a Positive School Climate
4. Emergency Response Plan

In order for all students, staff members and parents/visitors in the school facility to be prepared to respond to a serious threat, the response procedures must be practiced. The Toronto Police/School Board Protocol, 2011 requires a minimum of 2 Lockdown Drills every school year.

Please see below for the scheduled drills:

### LOCKDOWN DRILLS 2019-2020

<b>1</b>	<b>2019-10-17</b>	<b>2</b>	<b>2019-11-21</b>
<b>3</b>	<b>2020-01-23</b>	<b>4</b>	<b>2020-04-30</b>



### 1. Bullying Awareness, Intervention and Prevention Plan

Providing students with an opportunity to learn and develop in a safe and respectful society is a key goal of the TCDSB. Providing students with an opportunity to learn and develop in a safe and respectful environment supports academic achievement for all students, which in turn, helps them to reach their full potential. Research and experience show that bullying is a serious issue that has far-reaching consequences for individuals, their families and peers and the entire school community. Schools that have bullying intervention and prevention strategies foster a positive learning and teaching environment that supports academic achievement for all students and that helps students reach their full potential. PPM 144

#### School Vision

Our Catholic faith calls us to love one another together as a community. Bullying, harassment and intimidation run counter to Christ's message of inclusion and his instruction that we treat one another with care and respect. All students can learn and individual differences must be respected. St. Jerome Catholic School promotes respect and academic excellence in a safe learning environment. A positive school climate exists when everyone feels safe and accepted.

#### Goal #1

To foster empathy and good citizenship

To incorporate anti-bullying messages into curriculum

#### Initiatives/Strategies/Practices

- Anti-Bullying Week morning announcements (provide strategies & tip to students)
- Anti-bullying education infused into classroom lessons & activities (ie. direct teaching of skills and strategies to recognize and respond to issues of victimization and harassment)
- Consistent approach to addressing bullying behavior utilizing a progressive discipline approach
- Encourage teachers to look for ways to incorporate an anti-bullying message into their regular lesson plans
- Revise curriculum to strengthen responsible digital citizenship; and provide resources to support teachers' professional development in digital citizenship and anti-bullying
- School Code of Conduct based on the Ministry of Education's Code of Conduct to be developed in consultation with parents and educators
- Encourage parents and students to report incidents of bullying or other school safety concerns as soon as it happens

#### Responsibility

- teachers
- Educational Assistants
- social worker
- guidance counsellor
- administration
- students



# TORONTO CATHOLIC DISTRICT SCHOOL

## Safe Schools Plan



### Resources

The following resources will be utilized to support these initiatives/strategies/practices:

#### -Web sites:

Canadian Safe Schools' Network- [www.cssn.org](http://www.cssn.org)

[www.kidsareworthit.com](http://www.kidsareworthit.com)

[www.cyberbullying.ca](http://www.cyberbullying.ca)

[www.bullying.org](http://www.bullying.org)

[www.edu.gov.on.ca/eng/safeschools/need.html](http://www.edu.gov.on.ca/eng/safeschools/need.html)

[www.canadiansafeschools.com](http://www.canadiansafeschools.com)

[www.protectchildren.ca](http://www.protectchildren.ca)

[www.needhelponow.ca](http://www.needhelponow.ca)

[www.cybertip.ca](http://www.cybertip.ca)

[www.kidsintheknow.ca](http://www.kidsintheknow.ca)

[www.missingkids.ca](http://www.missingkids.ca)

[www.smartstrongsafe.ca](http://www.smartstrongsafe.ca)

[www.textED.ca](http://www.textED.ca)

Detective Glen McBryde ([glenmcbryde@torontopolice.ca](mailto:glenmcbryde@torontopolice.ca))

#### -Safe-schools resources

#### -community agencies

#### -religion & family life textbooks

### Measurement of Progress

The following metrics will be used to measure progress in achieving the Goal:

#### -fewer incidents of bullying as per progressive discipline reporting

#### -school climate surveys



# TORONTO CATHOLIC DISTRICT SCHOOL

## Safe Schools Plan



### School Vision

Our Catholic faith calls us to love one another together as a community. Bullying, harassment and intimidation run counter to Christ's message of inclusion and his instruction that we treat one another with care and respect. All students can learn and individual differences must be respected. St. Jerome Catholic School promotes respect and academic excellence in a safe learning environment. A positive school climate exists when everyone feels safe and accepted.

### Goal #2

Bullying will not be accepted on school property, at school-related activities, on school buses, or in any other circumstances (e.g., online) where engaging will have a negative impact on the school climate

### Initiatives/Strategies/Practices

- Provide various supports for victims (ie. social work, guidance, outside agencies, if necessary)
- Teaching of alternative behavior strategies to bullies and self-advocacy strategies to victims, as required.
- Mediation facilitated by social work, guidance, or CYW.
- Use of STOP, LOOK, LISTEN, CARE Strategies
- Model inclusive behaviour and language
- Plan for supporting and protecting the Victims and Perpetrators (e.g., classroom meetings)
- Addressing bystander behaviour

### Responsibility

- Teachers
- Administrators
- Guidance Counsellor
- Social Worker
- CYWs/EAs

### Resources

The following resources will be utilized to support these initiatives/strategies/practices:

- Safe Schools Resources
- Community Police Officer
- Progressive Discipline Resources
- Community agencies/partners
- Kids Help Phone 1-800-6686868
- School Board Resources
- [www.bullying.org](http://www.bullying.org)



# TORONTO CATHOLIC DISTRICT SCHOOL

## Safe Schools Plan



### Measurement of Progress

The following metrics will be used to measure progress in achieving the Goal:

- fewer incidents of bullying as demonstrated through progressive discipline reporting
- school climate survey
- decrease in suspensions due to bullying behavior
- observational evidence of students advocating for themselves and others





# TORONTO CATHOLIC DISTRICT SCHOOL

## Safe Schools Plan



### School Vision

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### Goal #3

Every student has a right to feel emotionally and physically safe while at school. If we create a culture in which adults stop all bullying immediately, all students learn positive behaviours and become a part of the anti-bullying solution, then the needs of all individual students will be met.

### Initiatives/Strategies/Practices

- Parent informed about bullying prevention initiatives at CSPC meetings
- Bullying Awareness information/resources provided to parents through newsletters
- Code of conduct included in student agenda
- Regular communication with parents through agenda
- Parents invited to attend board wide presentations on bullying
- Parents informed about progressive discipline protocols
- teachers to help students understand what bullying is; -teachers to establish classroom rules with specific examples of what is acceptable and unacceptable.
- school to determine the most socially-vulnerable students and determine what makes them feel successful
- teach students how to identify bullying situations and give them strategies for responding
- school to help parents learn new approaches to discipline, communication, and positive interactions with their child

### Responsibility

- Teachers
- Administrators
- CSPC & Parent Community

### Resources

The following resources will be utilized to support these initiatives/strategies/practices:

- Safe-Schools resources
- Board-wide resources
- Code of Conduct
- Agendas

### Measurement of Progress

The following metrics will be used to measure progress in achieving the Goal:

- fewer incidents of bullying as per progressive discipline reporting
- school climate survey
- parent involvement and support when incidents of bullying occur



## 2. Progressive Discipline Plan

Progressive discipline is a whole-school approach that utilizes a continuum of interventions, supports, and consequences to address inappropriate student behaviour and to build upon strategies that promote positive student behaviours. When inappropriate behaviour occurs, disciplinary measures should be applied within a framework that shifts the focus from one that is solely punitive to one that is both corrective and supportive. Schools should utilize a range of interventions, supports and consequences that include learning opportunities focused on reinforcing positive behaviour and helping students make good choices. PPM 145

### School Vision

In TCDSB, Gospel Values are embedded in every aspect of the curriculum and should receive special emphasis when promoting a safe school ethos.

### Goal #1

The Code of Conduct is understood and implemented in a consistent, fair, and judicious manner, using a progressive discipline approach. The goal of all interventions will provide students with appropriate supports that address inappropriate behaviour.

### Initiatives/Strategies/Practices

- Code of conduct included in student agenda
- Code of conduct regularly reviewed with students at the classroom level
- Code of conduct reviewed with students at the school level, as required
- Code of conduct with clear expectations that are developmentally appropriate
- Progressive discipline model utilized to deal with Code of Conduct infractions
- Mitigating factors considered when reviewing and determining consequences for specific incidents
- Promotion of healthy, inclusive relationships
- Open communication between staff, students, and parents
- Modelling inclusive behaviour and language
- Timely, Sensitive, Proactive Response to all incidents
- Providing opportunities for improved behaviour
- Verbal reminders
- Visual cues to the desired behaviours
- Review of expectations set out in the school's Code of Conduct
- Clear examples of appropriate behaviour and opportunities to practice
- Removal of distractions
- Consult with school and board support staff

### Responsibility

- Teachers
- Administrators
- Support Staff
- Parents





# TORONTO CATHOLIC DISTRICT SCHOOL

## Safe Schools Plan



### Resources

The following resources will be utilized to support these initiatives/strategies/practices:

- Safe School resources
- Progressive Discipline Protocol
- School Code of Conduct

### Measurement of Progress

The following metrics will be used to measure progress in achieving the Goal:

- Decrease in suspensions as per progressive discipline reporting
- Use of online Progressive Discipline Incident Reporting by staff
- Fewer Code of Conduct infractions as per progressive discipline reporting



# TORONTO CATHOLIC DISTRICT SCHOOL

## Safe Schools Plan



### School Vision

In TCDSB, Gospel Values are embedded in every aspect of the curriculum and should receive special emphasis when promoting a safe school ethos.

### Goal #2

To ensure all members of the school community understand the progressive discipline protocol. '  
To build upon strategies that promote and foster positive behaviours.

### Initiatives/Strategies/Practices

- encourage teacher participation in safe school training modules
- ensure staff are familiar with online progressive discipline reporting procedures
- provide staff with resources to support addressing negative behaviors using a variety of strategies
- encourage exchange of information between teachers & staff to support behavioral needs of individual students
- use school newsletters and CSPC meetings to educate parents about progressive discipline protocols
- ensure students understand the continuum of consequences for negative behavior
- utilize a range of interventions, supports and consequences that are socio-emotionally appropriate and include learning opportunities for reinforcing positive behaviour while helping students to make better choices

### Responsibility

- Teachers
- Administrators
- Parents
- Support Staff

### Resources

The following resources will be utilized to support these initiatives/strategies/practices:

- Safe Schools in-services & online resources
- Progressive Discipline Legislation
- Board resources
- Locally-developed school resources
- School Board policies on Progressive Discipline

### Measurement of Progress

The following metrics will be used to measure progress in achieving the Goal:

- Fewer suspensions as per progressive discipline reporting (suspension data)
- Fewer progressive discipline incidents reported
- School Climate Survey
- Potential Staff survey



### 3. Positive School Climate

A school should be a place that promotes responsibility, respect, civility and academic excellence in a safe learning and teaching environment. A positive school climate exists when all members of the school community feel safe, comfortable and accepted. The Safe Schools Action Team and student leadership groups can play key roles in supporting learning and practices that educate students and staff members about safety concerns. Those practices used for very challenging situations that can jeopardize the safety and well being of others include, but not limited to: Threat Assessment, Restorative Conference and Mediation Circles.

#### School Vision

At St. Jerome Catholic School our vision is to provide a Christian learning environment in which the child/ children can develop spiritually, emotionally, intellectually, and physically while embracing differences including race, ethnicity, and language. Although we are many cultures we are centered and come together in one faith. All students, parents/guardians, teachers, staff, volunteers, visitors, parish, and community members have the right to be safe and to feel safe in our school. With th

#### Goal #1

To engage parents as educational partners and vital members of the school community and contributors to their child's success at school. To continue build parent curricular engagement by offering parents an opportunity to connect with the different activities offered at the school.

If we create opportunities for students to explore and investigate their interests, they will have an increased sense of positive well-being.

When school embeds social-emotional learning into its curriculum, stu

#### Initiatives/Strategies/Practices

- informative and transparent communication with parents regarding individual student achievement
- communication with parents through CSPC & school newsletters regarding provincial & board policies and initiatives
- parents invited to attend school assemblies, masses, and other special events
- to keep school council up to date regarding activities and events hosted at the school, budget and academic planning
- encourage parent involvement in school through volunteerism
- assist in connecting parents local agencies to support various academic, social, economic needs, as required
- recognition awards/assemblies
- use of safe school patrollers
- help students develop strategies to cope with stress, adjust and proceed against school challenges
- school will join TCDSB's Stop the Stigma initiative for the 2019-2020 school year and beyond
- promote a can-do attitude so students will be able to respond to challenges
- ensure that students, staff, and parents are not only informed but have an active voice in our school community
- celebrate staff and students' contributions, efforts, and victories that can make people feel appreciated
- focus on prevention rather than punishment, praise positive behaviours and successes
- ensure that students' work, quotes that represent the school's beliefs about learning, signs of culturally responsive learning are clearly displayed on the walls to create a sense of a warm, inviting, inclusive school environment
- teach and model empathy and kindness
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# TORONTO CATHOLIC DISTRICT SCHOOL

## Safe Schools Plan



### Responsibility

- Teachers
- Administrators
- Support Staff
- CSPC/Parent community
- Social Worker

### Resources

The following resources will be utilized to support these initiatives/strategies/practices:

- School Newsletters
- Regular CSPC meetings
- School Agenda
- Board pamphlets
- Staff meetings
- Board Posters
- School website
- Student assemblies

### Measurement of Progress

The following metrics will be used to measure progress in achieving the Goal:

- increased parent involvement in CSPC
- increased number of parent volunteers in school
- increased parental presence at school special events (ie. masses, Student of the Month Assemblies, etc.)
- school survey
- EQAO/CAT and classroom tests results



# TORONTO CATHOLIC DISTRICT SCHOOL

## Safe Schools Plan



### School Vision

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### Goal #2

To utilize the Ontario Catholic School Graduate Expectations in the promotion of responsible citizenship among students and respect for all members of the school community.

### Initiatives/Strategies/Practices

- Roots of Empathy program
- Me to We initiatives
- Student leadership group initiatives
- Promote diversity and cultural understanding by celebrating all heritage months
- Social Justice initiatives (ie. food drive to support St. Wilfrid Parish Food Bank, toy drive, etc.)
- Student of the Month/Pride Assemblies
- Bullying awareness initiatives
- The NED Show
- Regular Masses/Liturgies
- Direct instruction of Ontario Catholic School Graduate Expectations
- Grade 7/8 Lake St. George Outdoor Education Excursion
- Communicate policies, procedures, and guidelines to all school community stakeholders
- Guest speakers

### Responsibility

- Teachers
- Administrators
- Social Worker
- Parish
- Parents
- Support Staff
- Guidance Counsellor

### Resources

The following resources will be utilized to support these initiatives/strategies/practices:

- Me to We Resources
- Ontario Catholic School Graduate Expectations
- Local agencies
- Parish Priest
- Curriculum Documents (ie. Born of the Spirit)
- Religion & Family Life Textbooks
- Religion & Family Life Department Resources



# TORONTO CATHOLIC DISTRICT SCHOOL

## Safe Schools Plan



### Measurement of Progress

The following metrics will be used to measure progress in achieving the Goal:

- Students demonstrate responsible citizenship by showing respect for self, others, property, and authority at school events
- Decline in code of conduct infraction as per progressive discipline reporting
- school climate survey
- observed student engagement in school, parish, and community activities





# TORONTO CATHOLIC DISTRICT SCHOOL

## Safe Schools Plan



### School Vision

At St. Jerome Catholic School our vision is to provide a Christian learning environment in which the child/ children can develop spiritually, emotionally, intellectually, and physically while embracing differences including race, ethnicity, and language. Although we are many cultures we are centered and come together in one faith.

### Goal #SVP 1

Based on the results from the student survey, our plan for this year is to continue teach students about the Perceptions of Bullying and Social-Emotional Learning with the focus on Self-Regulation, Social Awareness, Building and Developing Peer Relationship Skills, Feelings of Safety and also Cyber Bullying.

### Initiatives/Strategies/Practices

#### Initiatives

1. Pink shirt day.
2. School promotional video to celebrate the diversity of the community, highlighting various extra-curricular activities and events which are components of the building of our faith.
3. Celebrations commemorating all board sanctioned heritage months: Hispanic, African, Celtic, Asian, Italian, Portuguese, and Aboriginal.

#### Strategies

1. Values modelled and shared by the student leaders
2. To teach students to own their own feelings and actions, including perspective-taking, assertiveness and empathy.

#### Practices

1. Student Leaders promoting anti-bullying through posters, announcements and promotional video.
2. Displays of student work reflect a diversity of expression and learning styles.
3. Classroom activities, programs and extra-curricular activities are designed to practice pro-social behaviour and problem solving.

### Responsibility

- Student Leaders
- Safe School Committee Members

### Resources

The following resources will be utilized to support these initiatives/strategies/practices:

Bullying Prevention Toolkit  
Student Research on Topics  
Librarian/Books in the Library

### Measurement of Progress

The following metrics will be used to measure progress in achieving the Goal:

Our Measurement of Progress is the Student School Climate Surveys (2x) which informs the safe school student committee's goals setting and other initiatives.  
-formal and informal feedback from staff and students with recommendations.



# TORONTO CATHOLIC DISTRICT SCHOOL

## Safe Schools Plan



### 4. Emergency Response Plan

The Toronto Catholic District School Board has a primary responsibility to ensure the safety of students and staff inside Board buildings and on Board property. Central policies and procedures, developed in collaboration with the Toronto Police Service, provide direct support to school administrators in the management of crisis situations, including a lockdown response. It is the responsibility of each school to develop local procedures specific to that school, including a process by which all regular staff members, itinerant and specialist teachers and support staff, facility workers and visitors are informed of local considerations in the event of a threat to school safety. MOE Provincial Model for a Local Police/School Board Protocol

#### School Vision

All students, staff members and visitors will become knowledgeable about emergency procedures for threats to the safety and well-being of all persons at school, and will be able to appropriately respond according to the guidelines established by TCDSB.

#### Goal #1

To plan, practice and evaluate a minimum of 4 lockdown Drills in this school year.

#### Initiatives/Strategies/Practices

Initiatives include:

1. The organization and compilation of the school's "Emergency Procedures Staff Handbook". Consultation was provided by staff, students and CSPC (Parents) in conjunction with Board prepared resources and response procedures.
2. Safety Patroller Program.

Strategies include:

1. September staff meeting regarding emergency procedures-e.g. fire drills, bomb threat, hold and secure, lockdown procedures. Review of outline of emergency exits and proper signage displayed in the classrooms and in the exits.
2. Safe Schools is a standing item on the monthly staff meeting agenda and parent council meeting agenda.
3. Parent communication in newsletters regarding safe school procedures, policies and practices.
4. Staff and YMCA (in-house) daycare have been informed of the school year plan re: fire and lockdown drills.
5. Communication of Safe Schools procedures is included in the student agenda as well as the Parent Handbook. .
7. Bus safety procedures are reviewed; video shown and practice on the school bus- e.g., how to exit in an emergency. This is conducted by Stock Transportation personnel and scheduled annually.
8. Community School Liaison Officer Courtney Gini provided instruction to student volunteers re: Safety Patroller Program.
9. Teachers planning school excursions utilizing a school bus are required to submit to a bus seating plan.
10. Two or more staff have been trained in First Aid and CPR procedures.
11. Safe Arrival Program-school's secretary calls home and verifies absences of students.
12. Emergency Action Plans to be submitted by teachers when going on an excursion
13. Staff was informed of the TCDSB Protocol on Concussion

Practices:

1. Staff to practice fire and lockdown drill procedures with students in their homeroom classes and as an entire school.
2. P.A. announcements are made regarding fire drill procedures e.g., closing windows (whenever possible); closing doors and turning off the lights. Bags and all personal items are to remain in the class. Students are to have shoes on their feet. Students are reminded to not run down the hallway and walk in a safe and orderly fashion down the stairwells with limited talking.
3. YMCA daycare staff carry children as needed from the building to facilitate a safe and quick exit.
4. Educational Assistants assist special needs students to ensure their safety. (Safety Plan is in place for special needs students, as required).
5. School agenda includes a "Safe Schools". Subtitles include: Threats to School Safety Response Procedures, Code of Conduct, Acceptable Use Policy, Progressive Discipline Plan, Appropriate Dress Code and Playground and Bus Safety.
6. All students who are anaphylactic must have Board Emergency Epi-pen form completed and signed by their family doctor, parent and principal. Two epi-pens are to be provided to the school-one in class/ on their person and a second one in the office. An information board is posted in the main office visible to all staff including occasional teachers.
7. Teachers who are absent from work are requested to have a photo of anaphylactic/ diabetic student posted near the teacher's desk, special instructions to be provided to the occasional teacher on SEMS (substitute management system).
8. Primary level students travelling home by the school bus must be met by a caregiver at the designated bus stop.
9. Teachers are required to utilize the school's excursion planning checklist.
10. Any volunteers in the school are required to wear a "visitor" badge, to sign in at the office and to provide a police record check.
11. Attendance is taken by staff of all students who board a school bus at the end of the school day. All bus students have a bus tag on their back pack.
12. All visitors must ring a buzzer at the front doors of the school in order to gain access/ entry. These doors are monitored by a video camera. All exterior doors are locked.
13. Bus code of behaviour that reflects safety.
14. Buddy system for students using the washroom and also use of washroom passes during recess.
15. Supervision schedule for staff; both regular and inclement weather duties; staff are aware of effective supervision strategies.
16. Sign out binders for parent/ guardian excusing student for early dismissal from class.
17. Sign-in binder for visitors, occasional teachers, teacher candidates and volunteers.
18. Walkie Talkies
19. Realignment of school yard using divisional areas for student play



# TORONTO CATHOLIC DISTRICT SCHOOL

## Safe Schools Plan



### Responsibility

The administrative team-Principal and Vice-Principal will lead the staff, students and visitors through the drills.

The teachers are responsible to review the emergency handbook and discuss procedures with students. School staff-including CYW, Educational Assistants, caretakers, secretaries are also required to understand protocols and to follow these in an emergency.

Student agenda pages are reviewed in class (pages 1-8) so that students are well aware of their requirements.

### Resources

The following resources will be utilized to support these initiatives/strategies/practices:

Safe Schools' Department at TCDSB/ CEC  
Parent/ Student Handbook  
Student Agenda  
TCDSB Excursion Handbook-section 13  
Anaphylaxis/Asthma Prevention and Management Plan  
Sabrina's Law  
Ryan's Law  
Toronto Public Health-nurses  
Toronto Police Department-Division 31  
Toronto Fire Department

### Measurement of Progress

The following metrics will be used to measure progress in achieving the Goal:

1. Teachers and students are well prepared in the event of an actual emergency situation. All drills are conducted in an orderly and timely fashion.
2. Safety Patrollers have regular meetings to review areas of concern and also to be recognized for their volunteer services.
3. regular presentations and feedback/ updates at staff meetings.
4. Presentation of Safe Schools' Plan at CSAC meeting where parent community will provide input.
5. TECT/ CUPE Health and Safety inspectors visit the school on a monthly basis and provide reports of infractions. Administration is responsible in addressing these concerns and following up on these.
6. Staff who have concerns regarding their Health and/or Safety are encouraged to complete a TCDSB Hazard Report.