



Policy for Abuse and Misconduct

The Stoney Creek School of Art will not tolerate any form of physical, sexual, emotional, verbal, or psychological abuse, nor any form of neglect or harassment. We are an environment that promotes the safety and wellbeing of all individuals.

The Stoney Creek School of Art is committed to an environment free from abuse. The purpose of this Policy is to stress the importance of that commitment by educating Participants, Instructors, Families and any other persons who have involvement with the Stoney Creek School of Art about abuse. This document will outline how The Stoney Creek School of Art will work to prevent abuse, and how abuse or suspected abuse can be reported to and addressed by the Stoney Creek School of Art.

The Stoney Creek School of Art has a ZERO TOLERANCE for abuse of any kind. Participants of visual art classes, camps, workshops, parties and any events are to report abuse or suspected abuse immediately to a person of Authority. This report will be addressed in the manner outlined by this document.

Abuse Type Definition & Education

The following are definitions of the many forms of abuse.

Physical Abuse is defined and not limited to the use of intentional force that can result in physical harm or injury to an individual, such as grabbing, hitting, pulling, pushing, slapping, punching, shaking, throwing, kicking, biting, choking, strangling or the abusive use of restraints.

Sexual Abuse is defined as but not limited to any unwanted touching, fondling, observations for sexual gratification, any penetration or attempted penetration with a penis, digital or object of the vagina or anus, verbal or written propositions or exploitation for profit.

Emotional Abuse is defined as but not limited to a reoccurring attack on an individual's self-esteem and self-worth. This may take the form of name calling, threatening, ridiculing, berating, intimidation, isolating, hazing, scapegoating and blaming.

Verbal Abuse is defined as but not limited to humiliating remarks, name calling, swearing at, taunting and teasing.

Psychological Abuse is defined but not limited to communication of an abusive nature, sarcasm, exploitive behaviour, intimidation, manipulation, and insensitivity to race, sexual preference, family dynamics, cultural background or physical appearance.

Neglect is behaviour that leads to a failure to provide services which are necessary such as withdrawing or withholding basic necessities as forms of punishment, failing to assess and respond to changes in health status and refusing or holding back physical or emotional support.

Harassment is defined as but is not limited to any unwanted physical or verbal conduct that offends or humiliates, including gender-based harassment. It can be a single incident, reoccurring/repeated or several incidents over time. Harassment includes threats, intimidation, display of racism, sexism, unnecessary physical contact, suggestive remarks or gestures, offensive pictures or jokes. Harassment will be considered to have taken place if a reasonable person ought to have known that the behaviour was unwelcome.

Everyone entering the environment that holds classes, workshops, parties and events for the Stoney Creek School of Art is covered by the policy. This includes all employees, sub contract instructors, volunteers, visitors, parents, students, persons giving lectures, etc.

Abuse Prevention

The Stoney Creek School of Art will enact measures aimed at preventing abuse. These measures include screening, orientation, training/practice, police background checks as well as monitoring.

- Screening- the Stoney Creek School of Art will screen all individuals who are paid instructors, prep persons, party leads as well as volunteers. The Screening procedure involves and is not limited to interview, letters of reference etc.
- Orientation & Training/Practice- Individuals who carry authority, those being paid or volunteering will be fully trained on the expectations of the job as well as the expectations as an individual to implement a safe and caring environment. Training will include and is not limited to how to use materials and tools in a safe manner, how to be inclusive of diverse needs, how to use positives and verbal direction and/or redirection, behaviour management and praise that creates a safe and nurturing environment.

- Police Background Check- all adult individuals (over the age of 18) must have a Vulnerable Sector Police Screening done prior to working with our students. This document must be presented to the Director of the Stoney Creek School of Art prior to the first day working with children. The Stoney Creek School of Art will provide a letter to the individual stating the intention the screening to be done that can be taken to the police station to request the screening. *(see note regarding individuals under 18)
- Monitoring- all individuals will be supervised and monitored while on the premises of the Stoney Creek School of Art. Individuals who are paid workers will have opportunities for shadowing staff to see practical situations in real time. With working with children sometimes behaviours need to be addressed and through monitoring and shadowing new staff can see how to approach behaviour management in a caring manner that is respectful to all parties involved. Once staff is in a working capacity the Director will monitor how the individual is conducting themselves in the working/teaching environment.

*Note: individuals under the age of 18 do not have to provide documentation of a Vulnerable Sector Police Screening but do however require 2 letters of recommendation/reference from previous employment, school staff, and adults in the community who are not a part of their family.

If the Stoney Creek School of Art suspects the individual under the age of 18 has been convicted in an adult conviction the Stoney Creek School of Art has the authority to request a Vulnerable Sector Police Screening.

Reporting Abuse

Reports of abuse that are shared confidentially with a person in authority at the Stoney Creek School of Art. The participant or student may require the Person in Authority or Director to report the incident to parents/guardians, or the police. The person in authority must respond to reports in a non-judgemental, supportive and comforting manner but must also explain that the report may need to be escalated to the proper authority or to the participant's parent/guardian.

Reports of abuse between individuals who are working or volunteering will follow the same policy and procedures. The Stoney Creek School of Art continues a zero tolerance policy of abuse to all individuals while in class, camp, workshop, etc.

Zero Tolerance Meaning

The Stoney Creek School of Art will not tolerate acts of violence or abuse from individuals both student, young adult or adult. In a situation of peer to peer or student to student abuse persons of Authority will contact the parent/guardian immediately to notify them of the situation. Depending on the severity the Authority figure may also need to involve police or CAS/CCAS of the abuse or suspected abuse.

In working with children situations arise such as bullying behaviour, poor sportsmanship, and conflict of personalities etc. In these singular, minor situations the individuals who are overseeing the students can address the matter and have consequences such as having to speak to the Director, having to sit out and use calming strategies, etc. Minor situations are issues that require gentle redirection to help students get back into a self-regulated state (deep breathing, sitting quietly, attending a calming activity, etc.)

Should the minor situation become repeated, targeted and so on the situation will be escalated to a phone call to the parent/guardian for that child to go home. Abuse behaviour is not welcomed or tolerated at the Stoney Creek School of Art.

Reviewing Policy and Procedures

Policies and Procedures will be reviewed and altered/updated annually or as needed by the Director of the Stoney Creek School of Art.