

POLICIES, GUIDELINES AND PROCEDURES

SUBJECT	N.E.P.N. CODE
STAFF INTERACTIONS WITH STUDENTS	GBEBB

I. POLICY

The Louis Riel School Board expects all staff to model ethical and professional conduct that supports the integrity and effectiveness of its learning and working environments.

[Policy GBEB – Divisional Standards for Employee Conduct](#) articulates principles essential to achieving this aim, including but not limited to:

- maintaining student learning, well-being and safety as the paramount priority
- modeling professionalism at all times and in all places

In furtherance of the foregoing and in accordance with its statutory obligation to establish and implement a written policy respecting appropriate and inappropriate interactions between pupils and staff, the Board articulates the **GUIDELINES** and **PROCEDURES** below.

II. GUIDELINES

- A. The intent of this policy is to prevent exploitation, abuse, and grooming of students through misuse of professional authority. It is not intended to prohibit normal family, community, or pre-existing relationships that are unrelated to a staff member’s professional role.
- B. The Board delegates to the Superintendent of Schools the responsibility to:
1. develop an [Administrative Protocol](#) further clarifying this **POLICY**; and
 2. regularly review and update said protocol.
- C. Protocols outlined in [Reporting of Child Protection and Child Abuse: Handbook and Protocols for Manitoba Services Providers](#) (August 2013) shall guide the responses of school staff to information that indicates a child is in need of protection. Pages 99-107 of the document present the Mandatory Child Abuse Reporting Protocol for School Staff. The document defines “school staff” as “all employees and volunteers within the school setting (ex: teachers, educational assistants, [secretaries], volunteers, guidance counsellors, [teacher candidates], principals, janitors, nurses, bus drivers, librarians, speech therapists [and other clinicians], coaches and so on)”. This definition applies to uses of the terms “staff” and “staff member” throughout the current **POLICY** and its associated [Administrative Protocol](#).

Adopted:	June 2, 2026	Legal References: The Public Schools Act (Manitoba), section 47.1.2.1(2)
Revised:		

III. PROCEDURES

- A. All staff, including volunteers (as defined in **GUIDELINE C**), must:
- review the **POLICY** and [Administrative Protocol](#) annually; and
 - complete all required training as directed by the Division, including additional training required for all coaches.
- B. Any staff member who has reason to believe that a child is in need of protection – i.e., that the life, health or emotional well-being of the child is endangered by the act or omission of a person – is required to report this information to the appropriate authorities as per [Policy JLF – Reporting Concerns about a Child in Need of Protection](#). The obligation to report suspected child abuse supersedes all internal organizational policies and procedures.
- C. Failing to promptly report suspected child abuse is a serious offence under The Child and Family Services Act, and carries a maximum penalty of \$50,000 or imprisonment of 24 months, or both. School staff who fail to meet their duty to report abuse may be subject to disciplinary consequences up to and including termination in accordance with [Policy GCOF/GDQD – Progressive Discipline: Teaching & Non-Teaching Staff](#). Additional consequences may be imposed by relevant licensing bodies, if applicable.
- D. The following processes shall support the reporting of any allegations of misconduct, abuse or potential policy violations:
- [Policy ACF/ACG – Interpersonal Relations and Resolution of Concerns about Harassment/Discrimination](#) and its supporting documents:
 - [Appendix A – Definitions Related to Interpersonal Relationship Concerns](#)
 - [LRSD Protocol for the Resolution of Concerns](#)
 - [Guidelines for Collegial Resolution of Concerns in the Louis Riel School Division](#)

Note the aforementioned documents identify specific conditions where it is appropriate to access supervisory authority directly.

Legislative Background

The Public Schools Amendment Act (Safe Schools) received Royal Assent on June 3, 2025. Accordingly, the following section was added to The Public Schools Act:

47.1.2.1(2) Every school board must establish and implement a written policy respecting appropriate and inappropriate interactions between pupils and staff that addresses

- (a) the training of staff about appropriate and inappropriate interactions;
- (b) the identification of appropriate and inappropriate interactions on and off school sites;
- (c) the prevention and reporting of inappropriate interactions; and
- (d) the complaint procedure and response protocol for incidents of inappropriate interactions.

Adopted:	June 2, 2026	Legal References: The Public Schools Act (Manitoba), section 47.1.2.1(2)
Revised:		