

Section: Operations

Issued: September 3, 2024

Subject: PLASP Code of Conduct

PURPOSE

The *PLASP Code of Conduct* reinforces the organization's dedication to setting standards for behaviour across all PLASP programs and at the head office.

Our commitment is the provision of safe, high quality care, communication and role modelling that allows for all to be treated with dignity and respect. By ensuring awareness, understanding, and adherence to this *Code of Conduct*, PLASP supports the foundation of our core values: care, empathy, respect, trust, and accountability.

SCOPE

The *Code of Conduct* applies to the entire PLASP community, including the Board of Directors, employees, volunteers, students on placement and contractors (collectively referred to as "staff" throughout this document), as well as parents, guardians and children. It pertains to any location where PLASP programming occurs. This encompasses, but is not limited to, PLASP Early Learning and Child Care Centres, PLASP EarlyON, schools, other buildings, and their surrounding areas, such as parking lots, field locations, alternate work sites, travel to and from assignments, PLASP events, and online forums.

GUIDELINES

Members of the PLASP community are expected to take responsibility for their own behaviour and adhere to this *Code of Conduct*. This will ensure that all members of the PLASP community contribute to positive, inclusive, equitable, and collaborative interactions and relationships. Members of the PLASP community may not at any time engage in harassment, racism, discrimination, or abuse, as defined below.

If at any point a staff member, parent, guardian or child feels they are experiencing harassment, racism, discrimination or abuse during an interaction, they may immediately end the interaction and report the situation to the Area Manager and/or PLASP Regional Manager.

If a conflict arises between children or parents in PLASP programs, parents/guardians must follow the PLASP *Parent Issues and Concerns Policy* and are not to intervene with children other than their own to resolve the issue.

Violations of this *Code of Conduct* will be grounds for the application of disciplinary actions that correspond with the seriousness of the offense. Inappropriate behaviour and violations of this *Code of Conduct* may result in mandatory withdrawal from PLASP programs.

PLASP community members are expected to follow all provincial and federal laws. Not being aware of the law is not a valid defence if you break that law. All parties must interact with staff, parents, guardians, children, the public and the PLASP environment respectfully at all times. As a member of the PLASP community, you agree to abide by this *Code of Conduct* and any other codes of conduct held by the organizations delivering PLASP programs.

Harassment, racism, discrimination, or abuse of any kind will therefore **not be tolerated**.

DEFINITIONS

Harassment (including racial, ethnic and sexual): Engaging in a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome, such as unwelcome remarks, jokes, innuendos or taunts; refusal of care from an individual due to a person's race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability; the display of racist, derogatory, or offensive pictures; and/or physical contact, such as unwanted touching, patting, or pinching.

Racism: Prejudice, attitudes, beliefs (such as the belief that one or more races are superior to others), stereotyping, and/or discrimination that is directed at people based on their race. Racism can arise in interpersonal interactions through racial slurs, abuse, and/or harassment.

Discrimination: An action or a decision that results in an individual or group experiencing adverse treatment or an adverse impact because of their race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability. These reasons, also called grounds, are protected under the Ontario [Human Rights Code](#).

Abuse (including physical, verbal and written): includes actions, conduct, threats or gestures that can be reasonably expected to cause harm, injury or illness not limited to the following acts or attempted acts: verbal threats or intimidation; verbal abuse, including swearing or shouting offensively; contact of a sexual nature; kicking, spitting, punching, scratching, biting, squeezing, pinching, battering, hitting or wounding a person in any way; attacking or threatening to attack someone with any type of weapon.