



# Code of Conduct Policy

For all members of Gurukul - The Day School

## ABOUT THE DOCUMENT

This document outlines the best behaviour expectations and related counter measures for a productive, fair, and safe learning environment for all members.

## Purpose of this document

The document acts as guidance to what members must do or not do, directions, limits, principles, and guidance for decision making as well as a guideline to decent and lawful behaviour for all members of Gurukul - The Day School on the school's properties, premises and its official websites.

# ***CODE of CONDUCT***

## ***Introduction***

Parents, communities, and schools play a key role in shaping children's behaviour. Developing a student's self-discipline is a legitimate and constructive goal of education. Schools must maintain standards of conduct and discipline to ensure that students and school personnel have a safe and orderly learning environment. All students have the right to learn, and no student has the right to disrupt the learning process of others. Therefore, students are prohibited from interfering with or engaging in behaviours endangering the safety of others. This includes behaviour that occurs before, during and after school, in school buildings, on school property, at school related programs and events, on the way to or from school, and on school vehicles or regional buses that bring students to or from school.

The school's *Code of Conduct Policy* provides examples of expected behaviours, definitions of behavioural infractions (including its severity--Level 1, 2, or 3), and possible corrective strategies. Some definitions include examples which are not intended to be exhaustive lists; that is, the behaviours covered by the definitions include, but are not limited to, the examples provided.

The terms "students", "parents" and "staff" mentioned in this document refer to people associated with Gurukul - The Day School (hereafter referred to as "GDS" or "School") either on temporary or permanent basis, in their respective roles including those on contract. The term "member" collectively refers to all such people as mentioned above.

### **Behavioural Expectations and Examples**

#### **1. Be Safe**

Examples

*Choose peer groups that demonstrate safe, respectful, and responsible behaviour.*

*Obey the laws of the community.*

#### **2. Be Respectful**

Examples

*Be respectful towards people and property.*

*Demonstrate positive social skills like decent behaviour, etc.*

*Resolve conflict in a positive manner.*

#### **3. Be Responsible**

Examples

*Accept responsibility for your actions including planning, execution and feedback.*

*Execute your assigned tasks, responsibilities, and duties with efficiency and fairness.*

*Follow hygiene and cleanliness procedures for yourself and surroundings.*

**The following offenses mentioned under "Definition of terms" are prohibited and are liable to penalties, suspension, termination of job/contract and/or legal action.**

## **Definition of Terms For Level-1 Offenses**

**Level-1 Offenses** - (conduct that impedes the orderly operation of classrooms, schools and/or school vehicles) cover students who commit, attempt to commit, aid or abet the commission of, conspire to commit, or participate in any manner, even though unaccomplished, any of the offenses designated in this section.

### **Disruptive Behaviour**

Intentional acts, behaviours or conduct in the classroom, in the school premises, upon school grounds, on school property, to or from school or while engaged in school-related activities that cause minor disruptions to the educational process and well-being of others. This may include physical contact, such as hitting, that does not rise to the level of fighting.

### **Excessive Tardiness**

Repeated failure to report, without an acceptable excuse, to school or classroom or other instructional area after the "tardy bell."

Excessive tardiness is defined as:

- A) 4 consecutive unexcused incidences of tardiness
- B) 10 unexcused incidences of tardiness in one month
- C) 20 unexcused incidences of tardiness in one school year

### **Parking and Traffic Violations**

Parking on school property or in designated areas of the parking lot without a permit during instruction, extracurricular activities, or authorized school business is prohibited. Each student/parent/staff who chooses to park a vehicle on school property must request for a parking permit. Students/parents/staff who apply for a parking permit will be given a decal sticker and parking and traffic regulations. Parking permits must be renewed upon expiration. GDS and its employees will not be liable under any circumstance for any loss or damage to such vehicles or the content(s) of said vehicles parked at GDS premises.

### **Violating Local School Rules**

Noncompliance with established procedures for playground activities, hallway behaviour, proper assembly conduct, use of the infrastructure facilities, meeting rooms, and/or codes of conduct that are specific to respective buildings and/or school buses/vehicles. Members found guilty of being an accessory to (e.g., assisting, planning, participating, and/or encouraging) any violation of school rules are subject to the same corrective action as students who are actively involved in committing such offenses. Parents and staff are expected to follow decent behaviour and adhere to such procedures as guided by the school wherever applicable.

### **Dress Code**

Dressing or grooming in a manner that disrupts the teaching or learning of others is prohibited. This includes but is not limited to ski masks, hats, do-rags, bare midriffs, skirts or dresses above knee, pants worn below the waistline, clothing that exposes private parts, full-face coverings, and clothing with reference to drugs, alcohol, sex, or vulgar/hate messages. Failure to follow proper dress code in applicable buildings will be considered as a level 1 offense.

## **Insubordination**

Refusing to comply with a reasonable request from school personnel or disobeying any general rule of the school, including not following directions of teachers, school administrators, or other staff members (e.g., refusing to leave an area or stop engaging in aggressive/ disruptive behaviour). Depending on how the offender responds to a reasonable request for better behaviour, this may be treated as level-2 or level-3 offense.

## **Profanity**

Swearing and/or cursing in school buildings, on school buses/vehicles or on school grounds is prohibited.

## **Truancy**

Truancy is an unexcused absence from school.

## **Not following Hygiene and Cleanliness**

All students/parents/staff must adhere to cleanliness and hygiene protocols in all the school premises, at all the school activities, both within and outside the school campus, and at all the school properties including, but not limited to, school vehicles. This includes, but is not limited to, spitting prohibitions, cleanliness of body parts, wearing proper protective masks during coughing/sneezing, littering, etc.

## **Definition of Terms for Level-2 Offenses**

**Level-2 Offenses** - (serious misconduct) cover students/parents/staff who commit, attempt to commit, aid or abet the commission of, conspire to commit, or participate in any manner, even though unaccomplished in the commission of any of the offenses designated in this section. A student/parent/staff charged with behaviour that is classified as a Level II offense may be removed from the building.

## **Academic Dishonesty**

No student will copy the work of another without citation. This includes previously written work, or part thereof, on a test or assignment, or improperly consulting notes or other answer sources. All students/parents/staff will follow guidelines of conduct as given by school during the examinations. Teachers/staff/parents will follow examination guidelines stated by the school management during the all the assessment tests and exams.

## **Destruction of School Property**

Loss, damage, defacement, or inappropriate use of school property is considered to be destruction of school property. This includes but is not limited to use of books, Audio-visual aids, Electronics, Labs, stationery, sports equipment, computers and related materials, etc.

## **Fighting**

A physical altercation between two or more people, in which a person's actions do not represent

reasonable self-defence is considered to be fighting. This also includes the mutual participation in an incident involving physical violence.

### **Forgery/Falsification**

Acts, including but not limited to, falsifying school records, forging signatures, making or providing false statement(s), counterfeiting, bribery, and/or using an unauthorized computer user ID or passwords are considered to be forgery/falsification.

### **Inappropriate Bus Behaviour**

Any behaviour or action that distracts a bus driver, causes a dangerous situation or disturbs the orderly operation of a bus is considered inappropriate bus behaviour. Eating, drinking, being out of seat, transporting of animals or glass containers without prior permission from the school are prohibited. Spitting, throwing of any objects, extending any body parts through a school bus/vehicle window, or using the emergency exit when there is no emergency are prohibited. State law prohibits parents or any unauthorized individual from boarding or impeding the orderly boarding or departing of students on school buses. Should there be a situation or problem relating to the school bus, the parent(s)/staff/student(s) must contact the school authorities to resolve any concerns.

### **Inappropriate Internet Usage**

All students/staff are required to comply with the school's GDS Acceptable Use Policy, which can be found on our school website.

### **Inappropriate Physical Contact**

Fondling, touching, or kissing in school facilities, on school grounds, at school-related activities, or while on buses transporting students to and from school-related events is prohibited.

### **Inappropriate Use of Electronic Devices**

Any use of an electronic device that violates the school's guidelines and/or instructions, is prohibited.

### **Inciting to Fight and/or Contributing to a Disruptive Situation**

The intentional incitement to engage another student/parent/staff in physical conflict and/or continuous harassment, or the promotion of misconduct for any purpose. This includes, but is not limited to, possession of a cigarette lighter, firecrackers, or a knife.

### **Leaving School/Class without Permission**

Leaving class, school, or school grounds during the designated school day without first obtaining permission from the principal or principal's designated representative and/or not reporting or returning to class or school activities.

### **Possession/Use of Tobacco or Tobacco Products**

Smoking or the use of any tobacco products shall be prohibited on all lands and inside all facilities and motor vehicles owned or leased by the school. The use of, or the possession of any form of tobacco or tobacco products while in or upon the school premises, is prohibited.

### **Repeated Violations of School Rules**

The commission of four offenses either all Level I or in combination with Level II or violations of the criminal laws.

### **Threats to Staff**

Intentional threat by word or action to do violence to a staff member or his/her property; in addition, any act which creates a well-founded fear within the staff member.

### **Threats to Student**

Intentional threat by word or action to do violence to any student, or his/her property; in addition, any act which creates a well-founded fear within the student of imminent harm to their person or property.

### **Verbal Abuse of Staff**

Any profane or insulting remarks or gestures directed at any GDS's staff member, volunteer, visitor, student, teacher or bus driver.

### **Gambling**

Betting money or items on card games, dice games, the outcome of games or activities, and/or possession of gambling materials or paraphernalia.

## ***Definition of Terms For Level-3 Offenses***

**Level-3 Offenses** - (illegal and/or serious misconduct that is life or health-threatening as defined by local, state or national laws and/or school standards). A student/parent/staff charged with behaviour that is classified as Level-3 may be removed from the school immediately and recommended for expulsion.

### **Arson**

Setting fire, or attempting to set fire to school property, any property belonging to, rented by, or on loan to the school, or the property of persons employed by the school or in attendance at the school.

### **Assault/Battery**

A physical attack that results in serious bodily injury and the actions do not represent reasonable self-defence.

### **Bomb Threats/False Alarms**

Making a knowingly false statement regarding the possession or location of explosive materials. Reporting a fire when no fire exists or attempting to activate the fire alarm system on school property or buses.

### **Bullying/Cyber-bullying/Harassment/Hazing/Intimidation**

Hazing means doing any act or coercing another, including the victim, to do any act of initiation onto any student or other organization that causes or creates a substantial risk of causing mental or

physical harm to any person. Throughout this definition, the term bullying is used in place of harassment and intimidation. Bullying, harassment and intimidation are intentional written, verbal or physical acts that a student has exhibited toward another particular student more than once. The intentional act also includes violence within a dating relationship. The behaviour causes either mental or physical harm to the other student and is sufficiently severe, persistent or pervasive that it creates an intimidating, threatening or abusive educational environment for the other student. This behaviour is prohibited on school property or during any school activity. Prohibited activities of any type, including those activities engaged in via computer and/or electronic communications devices, are inconsistent with the educational process and are prohibited at all times. No administrator, teacher or other employee of the school shall encourage, permit, condone or tolerate any hazing and/or bullying activities. No students/parents are permitted to plan, encourage or engage in any hazing and/or bullying.

### **Conduct Outside of School Hours or Away From School**

Any conduct outside of school hours or away from school which may adversely affect the educational process or endanger the health, safety, ethics, reputation, and/or well-being of other students, teachers, or other employees of the school system.

### **Explosive and/or Incendiary Devices**

Any destructive device, which includes a bomb, a grenade, a rocket having a propellant charge of more than four ounces, a missile having an explosive or incendiary charge of more than one-quarter ounce, and a mine or similar device. This definition would also include any weapon that will, or that may be readily converted to, expel a projectile by the action of an explosive or other propellant, and that has any barrel with a bore of more than half inch in diameter.

### **Extortion**

Solicitation of money, or anything of value from another person in return for protection or in connection with a threat to inflict harm.

### **Firearm Look-a-Likes**

Any item that resembles a firearm but does not have the explosive characteristics of a firearm but may use a spring-loaded device or air pressure by which to propel an object of substance (e.g., toy guns, cap guns, bb guns, pellet guns and any other lookalike firearm).

### **Gang Behaviour**

For purposes of this definition, a "gang" is any group of two or more persons whose purposes include the commission of illegal acts or acts in violation of disciplinary rules of the School. "Gang-related activity" includes but is not limited to the prohibited conduct set forth here: No student/parent/staff on or about school property or at any school activity shall (1) wear, possess, use, distribute, display or sell any clothing, jewellery, emblem, badge, symbol, sign or other items that evidences or reflects membership in or affiliation with any gang; (2) engage in any act, either verbal or nonverbal, including gestures or handshakes, showing membership or affiliation with any gang; or (3) engage in any act in furtherance of the interests of any gang or gang activity, including but not limited to:

A. soliciting membership in or affiliation with any gang;

B. soliciting any person to pay for "protection" or threatening any person, explicitly or implicitly, with violence or with any other illegal or prohibited act;

- C. painting, writing or otherwise inscribing gang-related graffiti, messages, symbols or signs on school property;
- D. engaging in violence, extortion or any other illegal act or other violation of school policy; or
- E. soliciting any person to engage in physical violence against any other person.

In identifying gang behaviour, school officials are encouraged to exercise discretion and judgment based upon current circumstances in their schools, neighbourhoods and areas.

### **Harassment/Intimidation**

Repeatedly annoying or attacking another using physical, verbal, written, or electronic action that creates fear of harm, an intimidating or hostile environment, without displaying a weapon and without subjecting the victim to actual physical attack (e.g., hazing and threat of harm).

### **Loitering/Trespassing**

Refusing to leave any school property after being instructed to do so by school staff, law enforcement, or visiting/returning to school property during the prohibited period without appropriate authorization.

### **Possession/Intent to Sell/Sale/Distribution/Use of Controlled Drugs**

Possessing, carrying, selling, distributing, or concealing any controlled drug other than prescription medication that has been administered in accordance with the school's policies. No such item(s) shall be in a student's possession at school-related activities, on buses, or in a student's desk or locker. An infraction of this section will result in a 10-day suspension and a recommendation for expulsion. Consuming and/or showing evidence of having consumed drugs or other illegal substances and/or attending school while under the influence of drugs will result in:

1st Offense – 10-day suspension/drug education/treatment program and behaviour contract.

2nd Offense – 10-day suspension, violation of contract, recommendation to the Student Expulsion Hearing Officer.

### **Possession/Intent to Sell/Sale/Distribution of Drug Paraphernalia/Look-a-Likes/Non-Controlled Substances**

Possessing, carrying to sell, and/or concealing drugs or items that may be considered as look-a-like drugs or substances represented to be drugs of the seller or distributor and/or thought to be drugs by the buyer or receiver. Attempting to sell or distribute any prescription and over-the-counter medicines, chemical substances, and all other legal substances. Drug-related paraphernalia includes, but is not limited to, pipes, clips, rolling papers, and other items used or related to drug use. No such items shall be in a student's/staff's/parent's possession or storage location at school premises, on buses, or school-related activities.

### **Possession/Under the Influence of Alcohol**

Possessing, carrying, concealing, consuming or showing evidence of having consumed alcoholic beverages. Consuming and/or showing evidence of having consumed alcohol or other illegal substances and/or attending school while under the influence of alcohol will result in:

1st Offense – 10-day suspension/alcohol education/treatment program and behaviour contract along with parental intervention.

2nd Offense – 15-day suspension, violation of contract, recommendation for expulsion,



### **Possession/Use of a Dangerous Weapon/Look-a-Like Weapon/Incendiary Device (other than a firearm)**

Possession of, on or about their person (locker, desk, book bags, bus, etc.) or at school/ school-related activities, a weapon, device, instrument, material or substance designed as a weapon or used as a weapon [e.g., rattail comb, box cutter, utility knife of any size, any razor (e.g., straight, regular, retractable, double or single edge), gas repellent, stungun, fireworks, bullets, ammunition, smoke bomb, paint bomb, stink bomb, chemical sprays, lighters, and/or martial arts devices (e.g., throwing star, nunchakus, darts, blackjacks, chains, clubs, metals/brass or any artificial knuckles, rings, pipes, studded or pointed bracelets)] that is capable of causing death or serious bodily injury is prohibited.

### **Possession/Use/Sale/Distribution of a Firearm**

A firearm is any weapon which will, is designed to, or may readily be converted to expel a projectile by the action of an explosive; the frame or receiver of any such weapon; any firearm muffler or firearm silencer; or any machine gun. This includes zipguns, starter guns, and flare guns. Firearm look-a-likes should not be reported with this option. Possession of a firearm will result in an expulsion for one (1) full year. The school authorities may lessen this expulsion based on intent, age, previous discipline record, academic record, and/or disability on a case-by-case basis.

### **Possession/Use/Sale/Distribution of a Dangerous Weapon(Knife) other than a firearm or explosive, incendiary or poison gas**

Possession of, on or about their person (e.g., locker, desk, book bags or bus) or distribution of any weapon, device, instrument, material or substance, animate or inanimate, that is used for, or is readily capable of causing death or serious bodily injury, except that such a term does not include a pocket knife with a blade of less than 2 inches in length (e.g., Bowie, dirk, lock blade, hunting or switchblade). Possession of a knife may result in an expulsion.

### **School Disturbance**

Acts which cause disruption of the school environment and/or threaten the safety or well-being of other students and/or staff, which may include, but is not limited to, walk-outs, sit-ins, rioting, picketing, trespassing, reckless or careless operation of a vehicle on or near school property or near a school bus, or inciting, disturbances, threats to the school, pranks, or actual violence during a period of disruption.

### **Serious Bodily Injury**

An incident that results or is intended to result in serious bodily injury to oneself or others. Serious bodily injury is defined as any bodily injury that involves substantial risk of death, extreme physical pain, protracted and obvious disfigurement, or protracted loss or impairment of the function of a bodily member, organ or faculty.

### **Sexual Misconduct**

Engagement of any sexual acts including, but not limited to, vulgar/obscene words or gestures, indecent exposure, possession of profane/vulgar/ obscene material, possession/distribution of derogatory/offensive poster(s), cards, pictures, cartoons, graffiti, or drawings on school property/buses or at school-sponsored activities.

### **Unwelcome Sexual Conduct**

Unwelcome sexual advances, requests for sexual favours, other physical or verbal conduct or communication of a sexual nature, including gender-based harassment that creates an intimidating, hostile, or offensive education or work environment (i.e., pinching, grabbing, suggestive comments, gestures or jokes or pressure to engage in sexual activity).

### **Theft/Attempt/Possession**

Unlawful taking or disposition of another's property with the intent to deprive the person of the property. Receiving stolen property or attempted theft by deception, including public property, possession of stolen property, counterfeit items or missing items and/or possession of any federal, state or school mandated test(s). Students are encouraged not to bring inappropriate non-instructional or valuable items and large sums of money to school. GDS will not be liable for any lost, stolen or damaged items brought to school.

### **Vandalism**

Destruction/damage/attempts and threats to destroy/damage/deface school, private, personal, or public property. This includes, but is not limited to, setting fires, attempting to destroy/damage/deface a school or staff property or property used by the school including, but not limited to, breaking windows, graffiti, destroying restroom fixtures, using paints or any other materials to deface school property (e.g., furnishings and equipment housed within or upon the school property). Student must make restitution for damage to school property.

**Any and all people committing level-1 and/or level-2 and/or level-3 offenses are liable for penalties and/or legal action as deemed fit by school authorities and administration. The decision to choose and take action, in case of offenses mentioned below, lies solely at the discretion of senior management of the school.**

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## ***Technology and Internet Usage***

**The use of technology and computer resources at GDS is a revocable privilege. Failure to abide by this policy may render you ineligible to use the School's computer facilities and may bring additional disciplinary action.**

All users are expected to use the technology available at the School in a manner appropriate to the School's academic and moral goals. Technology includes, but is not limited to mobile phones, laptops, beepers, pagers, radios, tablets, CD/MP3/DVD players, video recorders, video games, personal data devices, computers, other hardware, electronic devices, software, Internet, e-mail and all other similar networks and devices. Users are expected to be responsible and use technology to which they have access appropriately. Obscene, pornographic, threatening, or other inappropriate use of Technology, including, but not limited to, e-mail, instant messaging, web pages, and the use of hardware and/or software which disrupts or interferes with the safety and welfare of the School community, is prohibited, even if such uses take place after or off School property (i.e., home, business, private property, etc.).

**Failure to adhere to this policy and the guidelines below will result in disciplinary action.**

**Unacceptable uses of Technology/Internet include but are not limited to:**

1. Violating the conditions of law dealing with rights to privacy. Trespassing in others' folders, work, or files; copying other people's work or attempting to intrude onto other people's files; using other users' e-mail addresses and passwords.
2. Using profanity, obscenity or other language which may be offensive to another user; sending messages with derogatory or inflammatory remarks about an individual's race, sex, age, disability, religion, national origin or physical attributes via the Internet or Technology; bullying, insulting, intimidating, or attacking others; transmitting any material in violation of federal or state law.
3. Accessing profanity, obscenity, abusive, pornographic, and/ or impolite language or materials, accessing materials in violation of the Student Code of Conduct. Do not view, send or access materials that you would not want your instructors and parents to see. Should a student encounter any inappropriate materials by accident, he/she should report it to school authorities immediately.
4. Violating copyright laws by illegally downloading or installing music, any commercial software, shareware, or freeware. You are required to strictly comply with all licensing agreements relating to any software. All copyright laws must be respected.
5. Plagiarizing works through the Internet or other Technology. Plagiarism is taking ideas of others and presenting them as if they were original to the user.
6. Damaging Technology devices, computers, computer systems or computer networks (for example, by the creation, introduction or spreading of computer viruses, physically abusing hardware, altering source codes or software settings, etc.).

7. Using the Technology or the Internet for commercial purposes or activities, which is defined as offering or providing goods or services or purchasing goods or services for personal use, and includes, but is not limited to, the following:
- any activity that requires an exchange of money and/or credit card numbers;
  - any activity that requires entry into an area of service for which the School will be charged a fee;
  - any purchase or sale of any kind; and
  - any use for product advertisement or political lobbying.
8. Neither the Internet nor any other Technology may be used for any purpose which is illegal or against the School's policies or contrary to the School's mission or best interests.

All users are expected to be responsible, decent and thoughtful when using Technology and the Internet. Common sense should prevail. The school management will suspend all access to such technology on suspicion of improper use until further notice.

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## ***Absences and Truancy***

An excused absence is one which has been classified as excused by the school administration. An absence which falls under one (1) of the six (6) approved reasons for absences will be classified excused if the proper procedure(s) is followed by the student, parent or person acting as parent if a student is absent. The parent/guardian/legal custodian shall call the school as soon as possible. *The student must bring a signed note from the parent/guardian/legal custodian stating the reason(s) for non-attendance upon the return date. Three consecutive absences due to illness of the student require a doctor's note upon the student's return to school.*

An excused absence will be recorded as an absence on the student's attendance record, for the following reasons:

- 1] Illness of student
- 2] Illness in the family
- 3] Death in the family
- 4] Quarantine for contagious disease
- 5] Those approved in advance by the school management upon written request by the parent/guardian/legal custodian, or adult student
- 6] An act of God

Daily attendance impacts academic success. Excessive absences can contribute to school failure. When an absence is necessary, a student's parent(s)/guardian(s)/legal custodian(s) should report the absence to school officials before the assigned school starting time.

The school will:

1. Consider a student a chronic or habitual truant because of a lack of appropriate documentation for his/her absences/tardiness.
2. Provide the parent and/or student Truancy Legal Notice.

*The administration of GDS strongly discourages the use of suspension and/or expulsion from school to enforce attendance or to deter unexcused absences.*

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## ***Campus Security***

In order to provide the safest environment possible, all students and staff may be subject to a security check and/or sanitisation process upon entering the premises. Students and staff will enter the campus at the designated gates/doors. Some items (like a mace or similar sharp shape on key chain, swiss knife or a “box cutter”) may be perfectly legal outside of school, but inappropriate for school. **Parent(s)/guardian(s)/legal custodian(s) should be aware of what his/her children pack in their book bags and/or purses before leaving home.**

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## ***Non-payment of Fees***

If the Student/parent/legal guardians/custodians are unable to complete the full payment of the annual fees, within the prescribed period, the student and parents/ legal guardians/ custodians waive off any rights, claims and access to - but not limited to - school activities, school websites, school transport, services, progress report cards and/or any official documents requested from the school until such a time as all the pending payments are completed with proper evidences of completion and school administration confirms receipt of such payments. If there is any query regarding details of payment of fees, it will be the responsibility of the payer to get in contact with school administration regarding the same.

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## ***Steps Following Misbehaviour***

### **Immediate suspension of access to school and school-related services**

If any member of the school violates the code of conduct and/or continues to do so even after repeated requests to stop such behaviour, school authorities may suspend such member’s access - to school premises, school-related events and/or services of the school – until further notice.

### **Emergency Removal from School**

“If a student’s/parent’s/staff’s presence poses a continuing danger to persons or property or an ongoing threat of disrupting the school’s activities taking place either within a classroom or elsewhere on the school premises,” school authorities may remove such a person from the school premises. Upon receipt of a removal letter, parent(s)/guardian(s)/legal custodian(s) must report to a meeting as and when scheduled by the school administration. The meeting will provide staff, student(s) and parent(s)/guardian(s)/legal custodian(s) an opportunity to discuss the behaviour and share perspectives on the matter. Failure to attend the meeting may result in an out-of-school

suspension. In the event an out-of-school suspension is warranted, the initial days of removal will be deducted from the days of out-of-school suspension. Students are to remain home during school hours and not attend/participate in school-related activities until further notice.

### **Permanent Exclusion**

The School Management may seek the permanent exclusion/expulsion of any student/staff/parent who is convicted in criminal court, found delinquent, or found to have assisted in connection with any of the Level-2 and Level-3 offenses. The school authorities may consider permanent exclusion based on the severity, persons involved or number of offenses.

### **Discipline for Pre-primary and primary students**

Due to maturation levels, Pre-primary and primary year programs may experience offences like biting, kicking, and other behavioural problems. It is strongly recommended that staff, parent(s)/guardian(s)/legal custodian(s) and school authorities work collaboratively to develop and implement corrective strategies for working with difficult and hard to manage students. It is ultimately the decision of the building administrator to determine the most appropriate method. The building administrator must employ corrective strategies that will ensure the safety of all.

*The School Management's policy of non-discrimination and anti-harassment will extend to students, staff, job applicants, the general public and individuals with whom it does business, and will apply to race, national origin, citizenship status, religion, sexual orientation, economic status, age, handicap and other human differences.*



**Since these policies are to ensure fair and safe environment within the school premises, the school management reserves the right to amend/modify/edit this policy without any prior intimation to staff, student, parents, members or any other stakeholders of the institute.**

**By confirming the student's admission and/or accepting job or contract and/or being a member of Gurukul - The Day School in any other capacity, you agree to the understanding and acceptance of terms and conditions mentioned in this document.**

