Flex Academy Code of Conduct

Purpose & Rationale

The Flex Academy Code of Conduct outlines our expectations of members of the Flex Community. It is built around the characteristics outlined in the Flex Learner, Teacher and Staff profiles and our school's Core Values.

Definitions

"Flex Community" or **"the Community"** refers to staff, teachers, contractors, students and parents enrolled at or working for Flex.

"Abusive behaviour" refers to acts directed towards members of the Community that are deemed threatening, demeaning, disrespectful or contradictory to the core values and characteristics outlined on this page.

Our Commitment to You

All Flex staff and contractors commit to treating members of the Flex Community with respect and in alignment with our core values of **Academic Success, Integrity, Relationship, Flexibility and Generosity** and the characteristics outlined in our Teacher and Staff profiles. As a school, we are committed to ensuring Flex is a safe, supportive, and inclusive school.

Members of our staff and contractors who act in a manner that contradicts this commitment may be subject to discipline as outlined in the Student Discipline policy.

Our Expectations of Students

We expect students to treat members of the Flex Community with respect and in alignment with our core values and the characteristics outlined in the Learner profile. In addition, students must adhere to the policies and guidelines provided through SOPHIE and by teachers. Failure to do so may result in disciplinary action based on the severity and frequency of the behaviour as outlined in the Student Discipline policy.

Our Expectations of Parents

We expect parents to treat members of the Flex Community with respect and in alignment with our core values. Flex has a **zero-tolerance policy with regard to abusive behaviour** towards members of the Community and reserves the right to withdraw students from the school if a parent is found to be treating members of the Community with disrespect or counter to our core values.

Our Expectations of All Members

Communication

We expect and promote open, honest communication so that all members of the Flex Community feel safe and valued at Flex events.

All members of the Community are asked to share with an Flex teacher or staff member about any behaviour that does not align with the expectation laid out in this code of conduct.

Face-to-Face

Whether online or in-person, students are expected to wear modest clothing and refrain from public displays of affection that are unsuitable for a group learning environment.

The possession or use of any form of weapon is prohibited at any Flex event.

Technology

Due to their potentially disruptive nature, personal media devices, such as phones or tablets, are not to be used during flex events unless approved by the event supervisors for the purpose of the activity or other approved reasons (e.g., medical).

Our Process to Resolve Incidents

Where violations of the code of conduct occur, Flex leadership will work through the Student Discipline policy with those involved in the incident with the goal of restoring relationships and keeping the safety and security of all members of the Community at the forefront.

Revision #27
Created 2 August 2023 18:39:39 by Ryan McGuire
Updated 5 August 2026 23:11:39 by Bri Dyck