



CODE OF CONDUCT: THINK ACADEMY

Our commitment is to promote a safe, caring and orderly online school environment where learners can flourish. We value diversity and guard the dignity and rights of all learners. We strive for a learning environment that is free from discrimination based on gender, race, religion and/or sexual *orientation*. We will promote and support these values, even if we are only interacting electronically.

Conduct Expectations

Learners are expected to conduct themselves as exemplary citizens, wherever they are and whoever they are interacting with. Any conduct that adversely affects Think Digital's reputation shall be considered a breach of the School Code of Conduct.

A) Examples of Acceptable Conduct

Students should strive towards the following behaviours:

- Ensuring that the educational rights of all learners are respected
- Respecting the right of all learners to feel safe
- Promoting an environment of understanding and mutual respect
- Setting high standards for personal achievement and applying good effort in all curricular areas
- Informing an adult, in a timely manner, of any known bullying, harassment or intimidation
- Being a positive ambassador for Think Digital Academy throughout the community.

B) Examples of Unacceptable Conduct

Our learners must refrain from the following behaviour

- Interfering with the learning of others
- Academic dishonesty such as plagiarism and cheating whereby plagiarism means using the words, ideas, language and expressions and passing it off as one's own and cheating meaning using any unauthorized material during the course of an assessment.
- Bullying, cyber bullying, harassment and intimidation
- Retaliation against a person who has reported incidents to staff
- Publishing or displaying anything that is discriminatory against a person or a group of persons due to race, colour, ancestry, place of origin, religion, marital status, family status, physical or mental disability, sex, or sexual orientation

Verbal abuse of Think Digital Academy staff members

Any and all verbal abuse of staff member, either in person, via phone call, email or any other form of communication will be seen in a very serious light. Think Digital Academy reserves the right to cancel a learner's registration with immediate effect should abuse of any kind be directed towards staff members by students, parents, guardians or tutors.

Consequences

Violations of the Code of Conduct will result in consistent and fair disciplinary action. The severity and frequency of the infractions, as well as the age, maturity, and cognitive ability of the learner will be considered in determining appropriate action. Whenever possible, disciplinary action is preventative and restorative, rather than punitive. Contravention of the Code of Conduct will result in an escalating set of consequences and/or interventions that may include mediations, counselling, parent conferences, behaviour contracts, and suspensions.

Behaviours that may lead to immediate expulsion

This is at the discretion of Management

- Threatening behaviour (verbally or physically)
- Academic dishonesty (cheating/plagiarism)
- Bringing the institution into disrepute through slander or falsities.
- Sexual or any other type of harassment whether in person, in writing or via social media.

Should the situation warrant it, legal action may also be instituted.