



"The Lester B. Pearson School Board believes that everyone in its community is entitled to a safe, healthy, secure, respectful and caring environment. The School Board believes that education should prepare our students for a responsible life in a free society, in a spirit of understanding, peace, tolerance, and equality of sexes based on the principles of respect, diversity and inclusion."

-LBPSB Safe and Caring Schools Policy

## WHAT IS AN ANTI-BULLYING ANTI-VIOLENCE PLAN (ABAV PLAN)?

The Quebec Education Act (QEA) requires each school to develop an ABAV plan. The plan's main purpose must be to prevent and stop all forms of bullying and violence. In it, we find:

1. **an analysis of the situation** prevailing at the school with respect to bullying and violence;
2. **prevention measures** to put an end to all forms of bullying and violence, in particular those motivated by racism or homophobia or targeting sexual orientation, sexual identity, a handicap or a physical characteristic;
3. **measures to encourage parents to collaborate** in preventing and stopping bullying and violence and in creating a healthy and secure learning environment;
4. **procedures for reporting, or registering a complaint** concerning, an act of bullying or violence to or with the institution and, more particularly, procedures for reporting the use of social media or communication technologies for cyberbullying purposes;
5. **the actions to be taken** when a student, teacher or other school staff member or any other person observes an act of bullying or violence; or when a report or complaint is sent to the institution by the regional student ombudsman.
6. measures to **protect the confidentiality** of any report or complaint concerning an act of bullying or violence;
7. **supervisory or support measures** for any student who is a victim of bullying or violence, for witnesses and for the perpetrator;
8. specific **disciplinary sanctions** for acts of bullying or violence, according to their severity or repetitive nature;
9. the required **follow-up** on any report or complaint concerning an act of bullying or violence and
10. a **section for sexual violence**; compulsory training activities for management and other personnel; and safety measures to stop sexual violence.

You can find full ABAV plans on all school and centre websites.

## HOW IS A SCHOOL'S ABAV PLAN DEVELOPED?

Schools have working teams which bring together several members of the staff to analyze the situation of the school, set targets in relation to the challenges identified and equip themselves with concrete means to prevent and intervene in situations of bullying and violence. The governing board approves the plan developed by the team.

Teams make sure to evaluate annually the objectives of the plan and the means that have been deployed throughout the year to ensure that schools remains a healthy, safe, and caring environment. The team proposes updates to the ABAV plan for the following year based on the observations and recommendations made during the evaluation. Both the evaluation and the updating of the ABAV plan are also approved, every year, by the school's governing board.

Finally, rest assured that it is a priority for the entire school team that students develop in a healthy, safe, and caring environment.

## SOME DEFINITIONS IN ORDER TO DISTINGUISH BETWEEN SITUATIONS

### BULLYING

the word 'bullying' means any repeated direct or indirect behaviour, comment, act, or gesture, whether deliberate or not, including in cyberspace, which occurs in a context where there is a **power imbalance** between the persons concerned and which causes distress and injures, hurts, oppresses, intimidates or ostracizes. (QEA)

### VIOLENCE

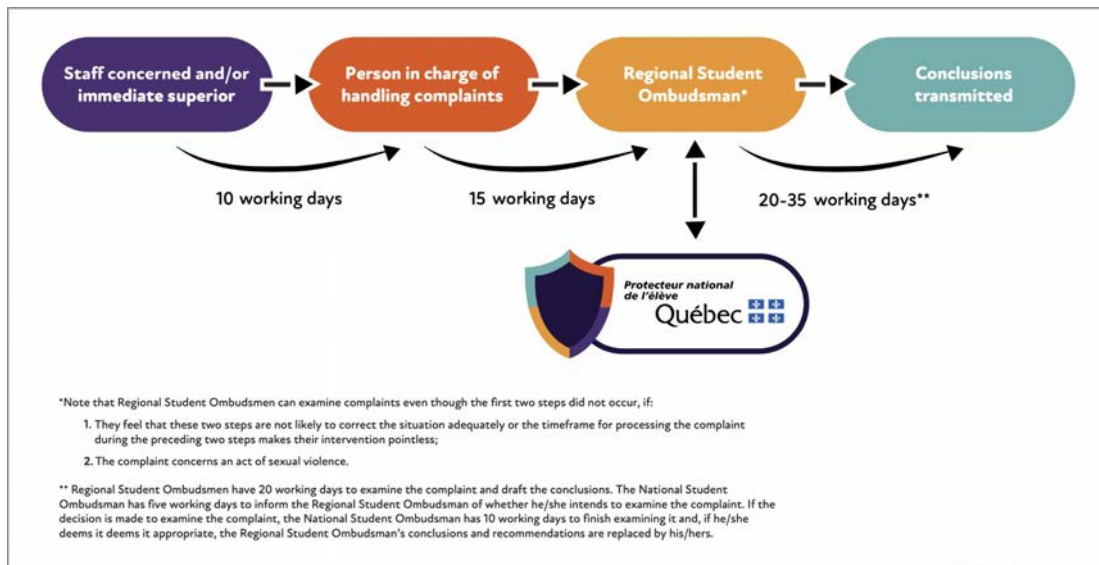
The word 'violence' means any **intentional** demonstration of force of a verbal, written, physical, psychological or sexual nature which causes distress and injures, hurts, or oppresses a person by attacking their psychological or physical integrity or well-being, or their rights or property. (QEA)

### SEXUAL VIOLENCE

The concept of sexual violence refers to any form of violence committed through sexual practices or by targeting sexuality, including sexual assault. It also refers to any other misconduct, including that relating to sexual and gender diversity, in such forms as unwanted direct or indirect gestures, comments, behaviours or attitudes with sexual connotations, including by technological means. (legisquebec)

### WHAT TO DO IN A SITUATION OF BULLYING OR VIOLENCE?

It is important to report a situation in writing or verbally to any adult at school in order to address the situation quickly. Any person can contact the Principal of a school or a Centre Director to report an incident. In the event of dissatisfaction, you can submit a complaint using the following procedure:



To find out more about the complaint process, please visit the LBPSB website:

<https://www.lbpsb.qc.ca/parents-and-community/complaint-process/>

### IN THE CASE OF AN ACT OF SEXUAL VIOLENCE

The act Respecting the National Student Ombudsman requires educational establishments to include in their ABAV plan security measures aimed at countering sexual violence. In the event of an act of sexual violence committed against a student who attends an educational establishment, a complaint or report may be made directly to the Regional Student Ombudsman by one of these means:

- For access to the online form, [click here](#)
- Telephone or text: 1 833 420-5233
- Email: [plaintes-pne@pne.gouv.qc.ca](mailto:plaintes-pne@pne.gouv.qc.ca)

\*This document has been adapted, with thanks, from the work of the School Climate, Violence, and Bullying team, CSSDM.