



Abuse Policy

Behaviour

Edmonton Islamic Academy has high expectation of behavior for all. This includes students, parents, employees, volunteers and Board members. The Academy will not tolerate any form of abuse or neglect by its students, parents, employees, volunteers, and Board members inside or outside of the school. This policy deals with the following issues: cyber bullying, emotional abuse, assault and battery, financial abuse, neglect, physical abuse, sexual abuse, sexual harassment and substance abuse.

Definitions of Abuse

EIA will take swift action in dealing with anyone against whom allegations of abuse are levied inside or outside the Academy; this includes:

1. **Emotional Abuse** - Refers to verbal assault (yelling, swearing, ridiculing and name calling), lack of attention (being ignored) or placing in isolation or confinement;
2. **Financial Abuse** - Refers to the theft of money or personal property, the deceitful manipulation of finances, and/or the misuse of someone's assets or funds;
3. **Neglect** - Refers to the withholding of basic care (food, water, medical attention, toileting and emotional support);
4. **Physical Abuse** - Refers to physical assault, (slapping hitting, kicking and punching), use of excessive and unnecessary force or the rough handling of another individual;
5. **Sexual Abuse** - Refers to any sexual contact (inappropriate touching, intercourse, exploitation) committed and/or forced on another individual;
6. **Sexual Harassment** - Refers to unwanted and offensive sexual advancement or sexually derogatory or discriminatory remarks made to another person;
7. **Cyber Bullying** - Information and communication technology to convey a message which threatens death or bodily harm or perpetuates fear and intimidation;
8. **Substance Abuse** – EIA is a smoke-free environment and smoking is not permitted on any area of the property. The consumption of alcohol or the use of drugs – prescription or legal – without the express authority of the Academy is prohibited and will result in immediate dismissal.

Reporting Abuse

Any member of the Academy who witnesses or suspects an incident of abuse must immediately report the suspicion to the Principal. Should the complaint be brought against the Principal, it should be taken to the Board of Trustees. Any incident of suspected or actual abuse will be documented and reported.

Any member of the Academy who fails to report an incident or suspicion of abuse or neglect is subject to disciplinary action by the Board of Trustees. An allegation or charge

of abuse or neglect will result in immediate suspension of the student, parent or volunteer.

Neglect and abuse are violations of the *Criminal Code* of Canada, and the Academy will report these violations to the Edmonton Police Services. All members of the Academy will cooperate fully with authorities charged with investigating the allegations. The Academy has the right to immediately expel any student that has any involvement, or criminal charges, or civil charges, whatsoever, with any level of the police services in any place worldwide.

Sexual Harassment

Based on the spirit of Islam, there will be absolutely no physical contact whatsoever between male and female students; or male and female students and staff at any time. Any advances, sexual remarks or contact, whatsoever, whether wanted or unwanted, will be construed as sexual harassment and will be cause for immediate and permanent expulsion of the student and the parent must take full responsibility of their child(ren)'s education (home schooling). If it is determined that a staff member is in breach, this is cause for immediate and permanent employment termination.