OSSTF/FEESO

Your Duty to Report

The *Education Act* has a significant impact not only on students, but on the jobs of teachers and educational workers.

The recent changes in legislation (Bill 157) apply to all OSSTF/FEESO members. All employees are required to report "serious student incidents to the principal." Employees who work directly with students are required to "respond." Each board is required to provide employee training on appropriate response strategies and the procedures of reporting serious incidents.

You must report if:

- Uttering a threat to inflict serious bodily harm on another person;
- Possessing alcohol or illegal drugs;
- Being under the influence of alcohol;
- Swearing at a teacher or at another person in a position of authority;
- Committing an act of vandalism that causes extensive damage to school property at the pupil's school or to property located on the premises of the pupil's school;
- Bullying;
- Possessing a weapon, including possessing a firearm;
- Using a weapon to cause or to threaten bodily harm to another person;
- Committing physical assault on another person that causes bodily harm requiring medical treatment;
- Trafficking in weapons or in illegal drugs;
- Committing robbery;
- Giving alcohol to a minor;
- Any other activity that is an activity for which a principal may suspend/expel a pupil under a policy of the board.

There is not only an obligation to report, but there is an obligation to report in writing. A report is made on your board's version of the Safe Schools Incident Reporting Form.

Privacy legislation prohibits employees from copying the form.
However, employees should keep a record of the report and the receipt the principal is required to provide to the reporting employee.

Remember, the Act is clear that there is a legal requirement to report and/or respond. Contact Provincial Office for further advice and assistance, if needed.

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