

AP 3303: Duty of Care

Background

The District is committed to providing inclusive, safe, and supportive learning environments for all students. Duty of care is central to this commitment.

All District employees have a duty of care to students in the District. Duty of care is the responsibility and legal obligation of each employee to avoid all foreseeable acts or omissions that could likely cause harm to students.

The standard of care is the scope of care owed by employees and is generally that of a reasonably careful or prudent parent. The standard of care owed by an employee to a student varies based on the employee's position and the level of control and direction they have over students in their care. All District employees must take every precaution to protect students from any reasonably foreseeable risks of injury or harm by completing their duties in alignment with good professional judgment and in accordance with District policies and administrative procedures.

Procedures

1. All District employees will report promptly to their supervisor and the Director of Human Resources if they are criminally charged or convicted in relation to a relevant offence (as listed in Schedule 1 of the Criminal Records Review Act) or a specified offence (as offence listed in Schedule 3 of the Criminal Records Review Act) and will also consent to another criminal records review check.
2. Annually, supervisors shall review with staff members Administrative Procedure 3303 - Duty of Care, Administrative Procedure 3304 - Child Abuse and Neglect and the duty to report outlined in the [Child, Family and Community Service Act](#).
3. Annually, supervisors shall review with staff members the relevant District procedures required for the execution of their duty of care responsibilities in order to prevent injury or harm to students.
4. At all times, employees shall use their professional judgment in discharging their duty of care responsibilities in the supervision of students or student activities in their care.
5. Annually, principals shall review with staff members who are teaching certificate holders the Standards for the Education, Competence and Professional Conduct of Educators in BC.

6. Annually, principals shall review with staff members who are teaching certificate holders the duty, under section 38 of the [Teachers Act](#), to report to the BC Teachers' Council (BCTC) any professional misconduct, such as conduct involving physical harm, sexual abuse, exploitation and/or significant emotional harm to students, when they have reason to believe that another certificate holder has engaged in such professional misconduct.