

One of the primary responsibilities entrusted to the Frontier School Board is to nurture, protect and provide for the safety and well-being of its students. To fulfill this trust, it is the Board's expectation that both on and off-duty conduct of all Division staff shall set a positive example for students, parents, and the communities it serves.

Adopted September 21, 2012		
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The off-duty conduct of an employee is usually a private matter. However, it could become a work-related issue if it:

- harms the Division's reputation,
- renders the employee unable to perform a requirement of their duties,
- leaves other employees reluctant or unable to work with the employee,
- renders the employee guilty of a serious breach of the Criminal Code of Canada and thus renders the employee's conduct injurious to the general reputation of the Division and its employees,
- makes it difficult for the Division to manage its operations efficiently and to direct its workforce efficiently.

Disciplinary action, when necessary, shall be applied in accordance with applicable laws, policies, and collective bargaining agreements.

Information: [Policy E.5.D – Progressive Discipline](#)

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