

DSK Code of Conduct for Parents/Legal Guardians

As members of the DSK community, parents/legal guardians play an essential role in fostering an environment that upholds the school's fundamental values of respect, safety and inclusivity. This Code of Conduct provides the legal framework for expected parent/legal guardian behaviour, emphasising the importance of respect, safety and cooperation with the school's mission and policies. By adhering to this Code, parents/legal guardians contribute to a supportive environment that promotes the well-being and development of all learners and members of the school community.

This Code of Conduct applies to parents/legal guardians' behaviour on the DSK premises, at school events and in all interactions with DSK community members, both on and off school grounds. Non-compliance with these policies may lead to appropriate legal and school-administered consequences.

1. General Expectations

- **Respectful Interactions:** Parents/legal guardians are required to interact respectfully with teachers, staff, learners and other parents/legal guardians. This includes verbal, written and electronic communication. Any form of abusive language, hostility or aggression will not be tolerated.
- **Modelling Positive Behaviour:** Parents/legal guardians are expected to demonstrate respect, responsibility, and integrity, setting a positive example for learners. Any behaviour that could damage the reputation of the DSK or any of its members, or compromise its values is prohibited.
- **Support the School's Mission:** Parents/legal guardians are obligated to support the school in its educational mission and commitments. They must ensure their child is not absent for unjustified reasons, as absenteeism for test preparation, extended holidays, or long weekends is not in accordance with the school's absenteeism policy. Learners who are in good health are expected to attend school during the school term.
- **Timelines and Engagement:** Parents/legal guardians must take note and respond promptly to school communications, attend scheduled meetings and actively engage in school events and parent -teacher discussions as part of their supportive role in their child's education.

2. Prohibited Items and Substances on Campus

To maintain a safe environment, the following items and behaviours are strictly prohibited:

- **Weapons:** The possession or carrying of weapons or dangerous objects on school property or at school-related events is strictly prohibited. This policy applies to firearms, knives and any other items considered a danger to the community, in line with South African safety regulations. Any breach of this policy may lead to legal consequences and exclusion from school premises.
- **No Smoking Policy:** Smoking, including the use of e-cigarettes, is not permitted on campus or at any DSK event, including parking areas, playgrounds and school facilities. Any breach of this policy may lead to legal consequences and exclusion from school premises.
- **Alcohol:** The possession, use, or distribution of alcohol is strictly prohibited on school property or during school functions unless specifically allowed by the event organisers. Alcohol consumption is only permitted at authorized events where it has been approved by the school administration. Any breach of this policy may lead to legal consequences and exclusion from school premises.
- **Drugs:** The possession, use, or distribution of illegal drugs on school property or during school functions is strictly forbidden, or while interacting with learners in any DSK-related context is strictly forbidden. Violations may result in legal consequences and exclusion from school premises.

3. Anti-Discrimination Principles and Inclusivity

The DSK is committed to maintaining a school environment free from discrimination, harassment, and intimidation. Parents/legal guardians are expected to uphold these principles, fostering respect and inclusivity within the school community.

- **Zero Tolerance for Discrimination:** Discrimination based on race, ethnicity, gender, religion, sexual orientation, age or ability is prohibited. Parent/legal guardians are expected to model inclusive behaviour, as any form of discriminatory language or action directed toward learners, staff, or other parents/legal guardians will result in consequences.
- **Reporting Concerns:** If discrimination or harassment is witnessed or experienced, parents/legal guardians should report these concerns promptly to school management. All reports will be handled with confidentiality and care to ensure the safety and well-being of the community.

4. Support for Anti-Bullying Efforts

Parents/legal guardians are essential partners in DSK's anti-bullying initiatives and are expected to actively support the school's zero-tolerance policy on bullying.

- **Promoting Positive Behaviour:** Parents/legal guardians should encourage empathy, respect and kindness in their children's interactions and discourage any form of bullying, including cyberbullying.
- **Prompt Reporting and Cooperation:** If a bullying incident occurs, parents/legal guardians are expected to report it promptly and cooperate fully with the school's investigation. Any retaliation against individuals reporting bullying will not be tolerated.

5. Conduct During School Events and On Campus

- **Respect for School Property:** Parents/legal guardians are responsible for maintaining the cleanliness and safety of school property, ensuring that facilities and equipment are treated respectfully.
- **Appropriate Behaviour at Events:** Parents/legal guardians are expected to model behaviour that aligns with the DSK's values during all school events. Disruptive, aggressive or disrespectful behaviour may lead to removal from the event and potential restrictions from future school functions.
- **Electronic Devices and Media:** Parents/legal guardians should keep electronic devices on silent mode and refrain from disruptive use during meetings, assemblies or other school functions. Unauthorised recording of staff or learners is prohibited unless with prior consent from school management.

6. Communication and Conflict Resolution

The DSK encourages open, respectful communication between parents/legal guardians, staff and learners. All grievances should be addressed professionally and constructively.

- **Constructive Dialogue:** Disputes or concerns regarding school policies, classroom issues or interpersonal conflicts should be addressed directly with relevant staff members through proper channels. Abusive, intimidating or defamatory statements will not be tolerated.
- **Privacy and Confidentiality:** Parents/legal guardians are expected to respect confidentiality regarding any sensitive information about learners, staff or school operations. Sharing such information publicly or on social media is prohibited and may lead to action by the school.

7. Consequences for Non-Compliance

Violations of this Code of Conduct will result in appropriate actions, which may include but are not limited to:

- Verbal or Written Warnings: Issued to address minor transgressions and emphasise the importance of compliance.
- Restrictive Access: Repeated or severe violations may result in restrictions on access to school facilities and events.
- Formal Meeting with School Leadership: Parents/legal guardians may be required to meet with school management to discuss and resolve issues related to conduct.
- Ban from School Grounds or Events: In extreme cases, parents/legal guardians may face temporary or permanent bans from school grounds or activities.
- Legal Action: For violations that constitute a criminal offense, such as weapon possession, substance abuse or harassment, the DSK reserves the right to pursue legal recourse in accordance with South African law.

8. Termination of Parent/Legal Guardian Contract

In cases of extreme or repeated instances of gross misconduct or when it is determined that there is a fundamental misalignment between the family and the school's values, the School Management and Board reserve the right to terminate or not renew the parent's/legal guardian's contract with the school. This decision, taken with due consideration of all circumstances and in compliance with South African contractual law, ensures that the DSK maintains a respectful and safe environment for all community members.

9. Acknowledgment and Agreement

By enrolling their child at the DSK, parents/legal guardians agree to abide by this Code of Conduct. The school may periodically review and update the Code to reflect new policies or legal requirements. Parent/legal guardians are encouraged to review the Code annually and ensure continued compliance.

This Code of Conduct is foundational to maintaining a safe, respectful, and inclusive learning environment at the DSK and reflects the shared commitment of the school community. Adherence to this Code is expected from all parent/legal guardians to ensure that the DSK remains a space where every learner can thrive.