

PROMOTING SAFER SCHOOLS THROUGH THE SCHOOL CODES OF CONDUCT



JESSICA AND MARY ARE TALKING

Mary, Gabes keeps bothering me, and I don't know what to do to get him to leave me alone.

What is he doing?

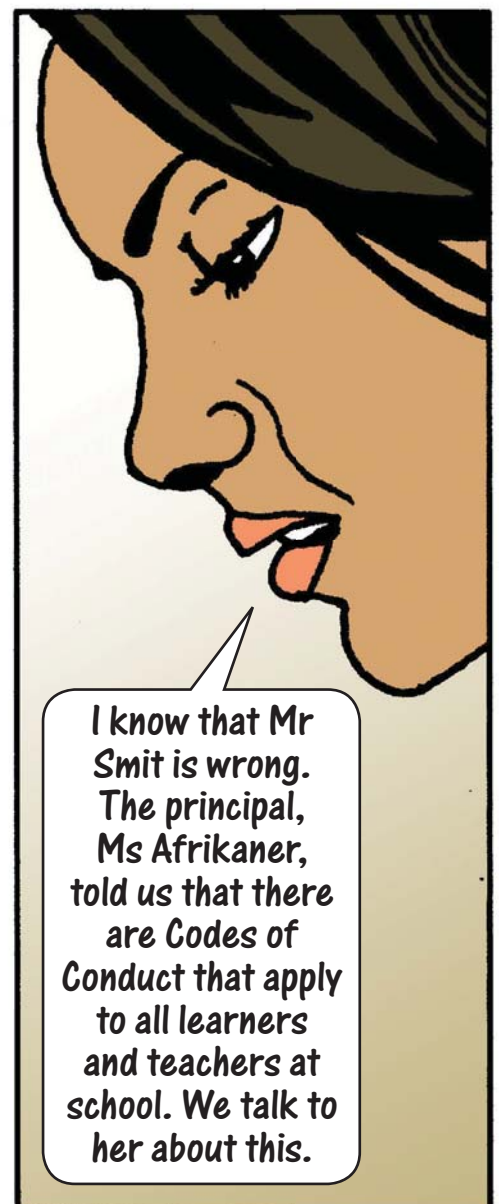
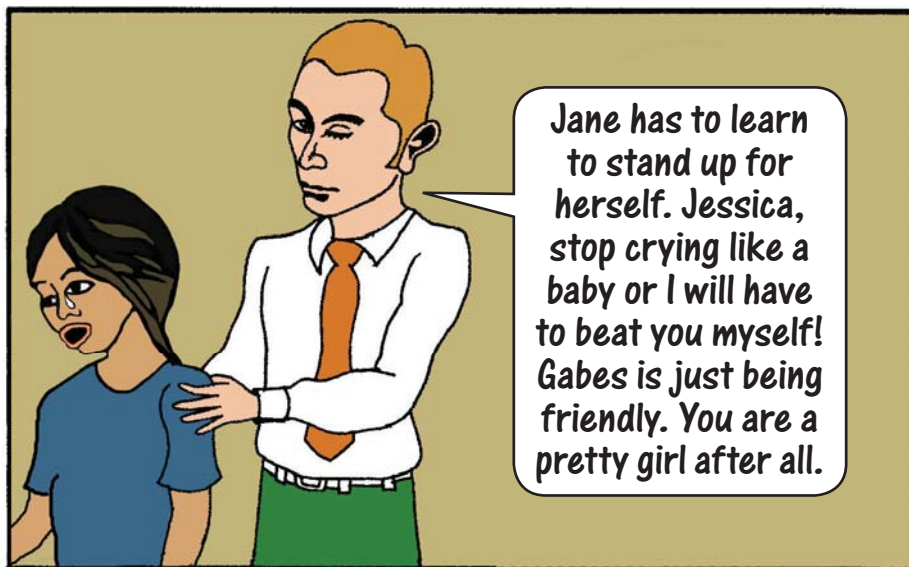
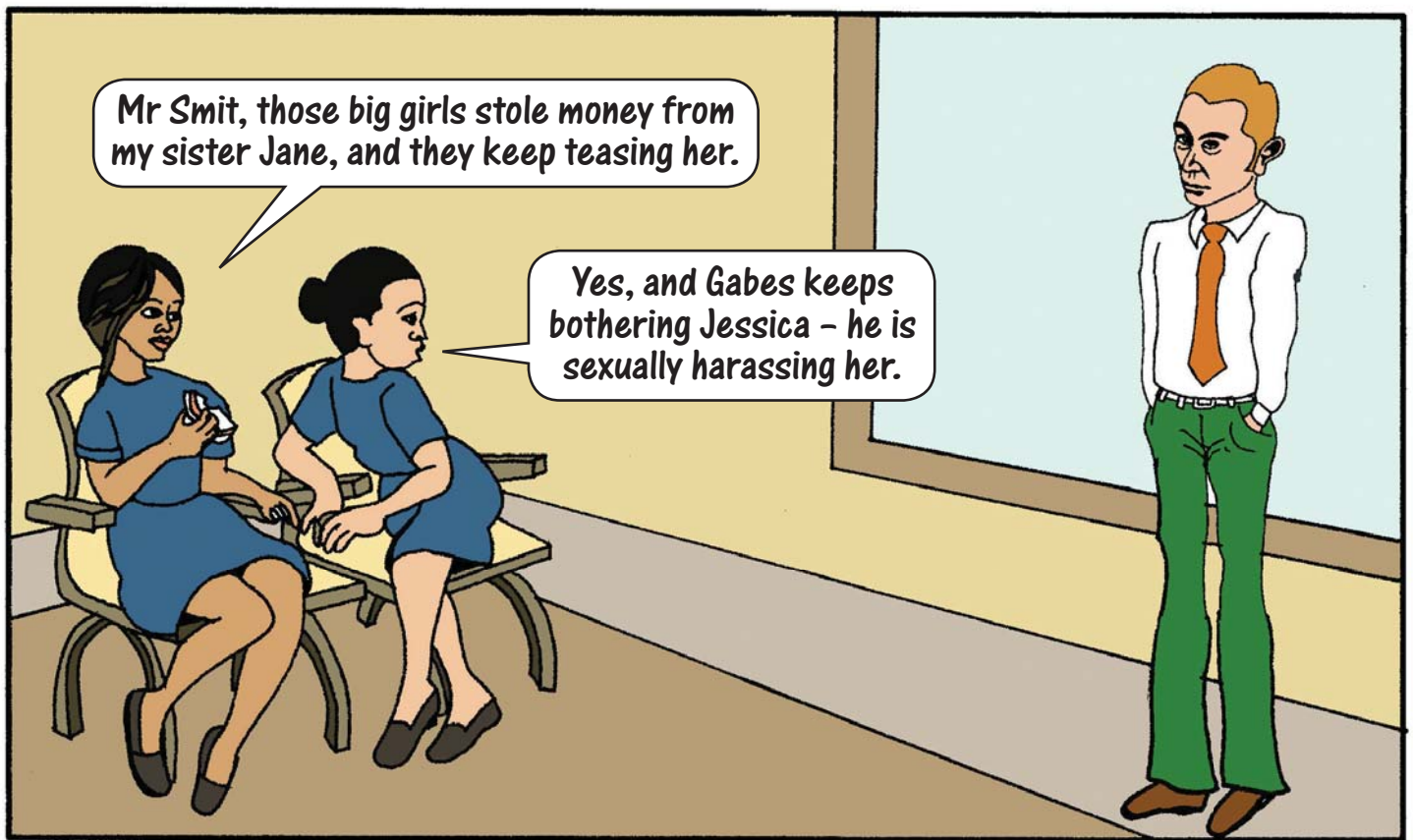
He asked me to go on a date with him, but I said no. Now every time I see him he says rude sexual things about how I look. Today he said that he won't stop until I agree to go on a date with him. It is making me really uncomfortable. What can I do? Please help me.

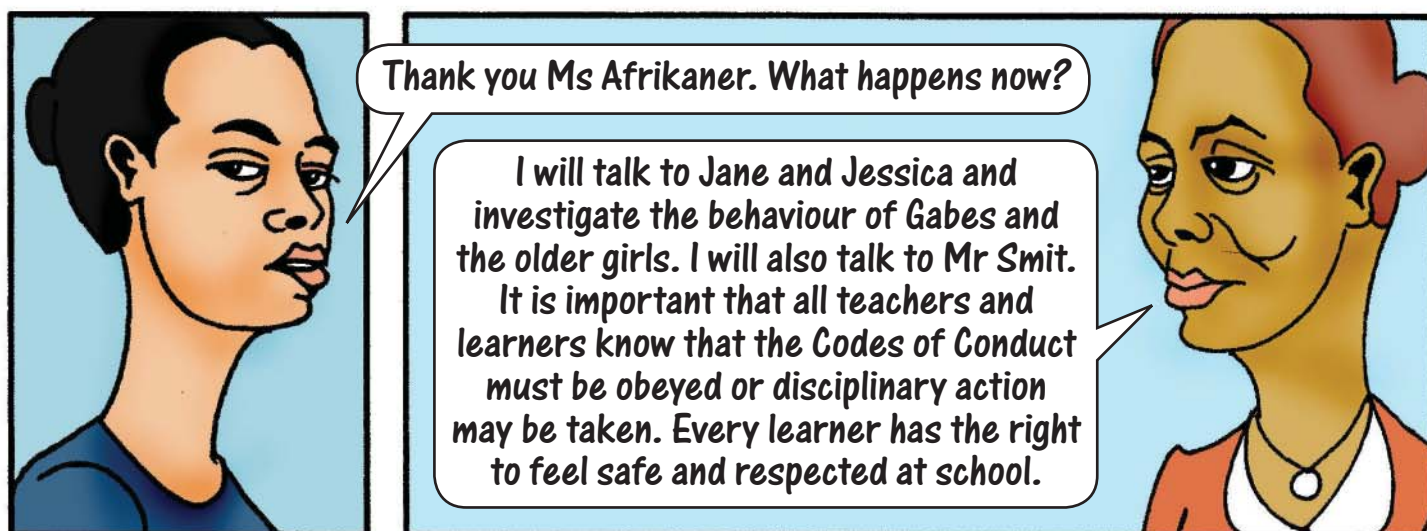
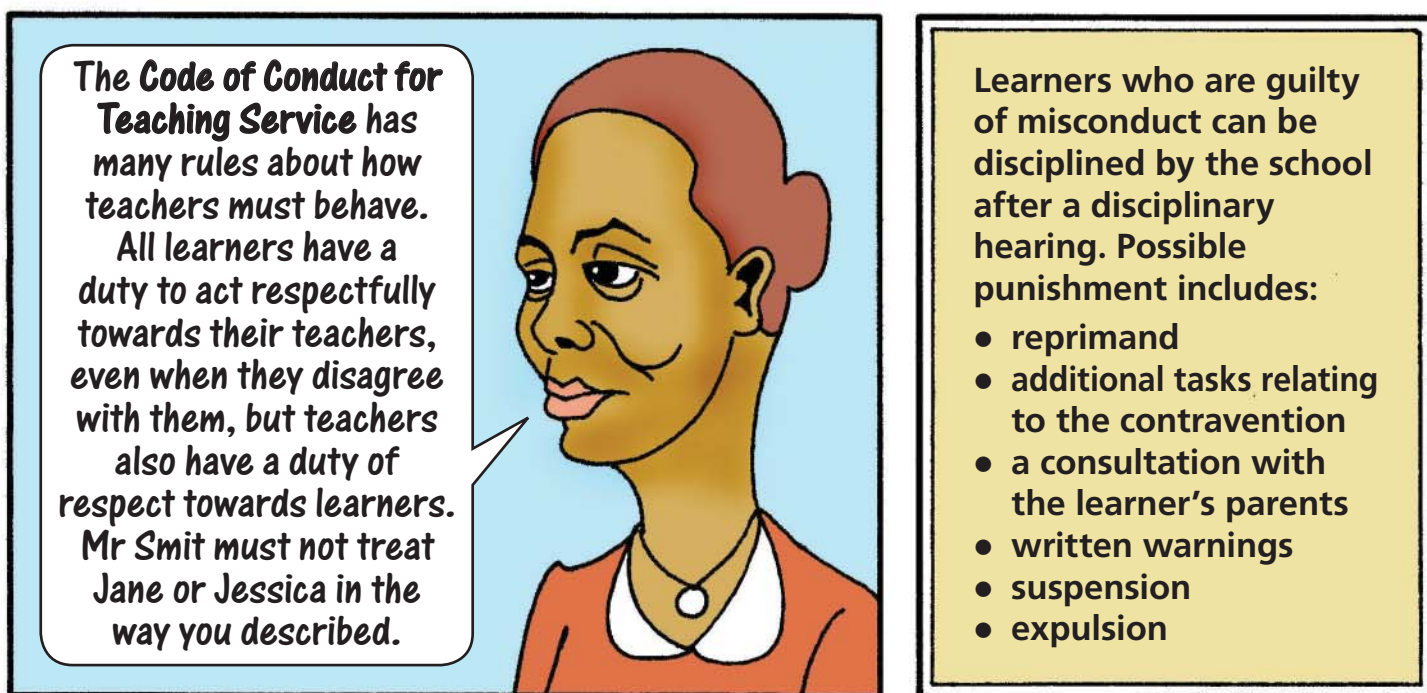
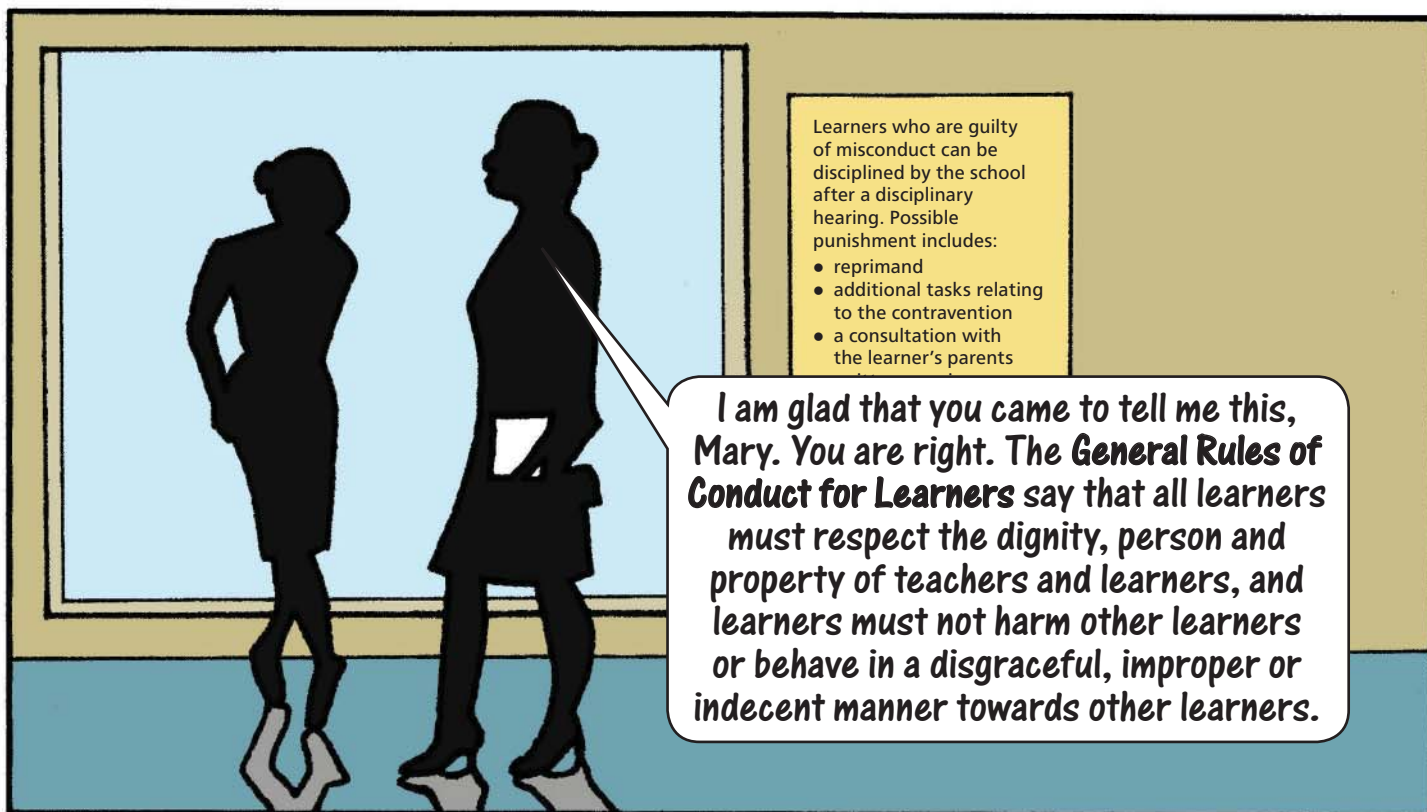
That sounds like sexual harassment. He is not allowed to treat you that way at school. It could get worse if you don't do something. Do you remember when that boy attacked Monica in the hostel last year after he sexually harassed her for months? We must make sure nothing like that happens to you. We **MUST** talk to a teacher about it!

JESSICA'S SISTER JANE COMES INTO THE ROOM

Mary, those big girls have been sending me nasty sms messages for weeks, and today they stole my lunch money!

They can't do that, Jane! It is bullying. The way those girls are acting is against the **General Rules of Conduct for Learners**. The way Gabes is treating you, Jessica, is also against the Rules. Let's tell Mr Smit.





THE
BULLIES
ARE
CALLED
TO SEE
THE
PRINCIPAL

OFFICE OF THE
SCHOOL PRINCIPAL



What
Mary
told you
is true,
but ...

Please listen. You cannot threaten to beat learners or ignore their mistreatment by other learners. The **Code of Conduct for Teaching Service** says that a teacher may not humiliate or abuse learners in any way. Teachers must respect the dignity and constitutional rights of every learner. You also have a duty to establish a safe and disciplined school environment. As for your actions towards Jessica, you know that teachers must not make sexual comments. You have a duty to promote gender equality in this school.



I will not tolerate this type of behaviour. Learners have a right to feel safe and respected in school, especially around their teachers. Do you remember what happened to Mr Van Wyk last year? He was dismissed because of sexual misconduct with a learner. We will discuss appropriate disciplinary measures for you later. For now, please read the **Code of Conduct for Teaching Service** again. I must now speak to the children.



You are right.
I am very
sorry. I
should not
have behaved
like that.

The Code of Conduct for Teaching Service

A teacher, in relation to learners –

- must take the place of parents when a learner is officially at school and when he or she participates in official school programmes and activities in and outside school
- must execute his or her teaching duties and assistance to learners within the framework of the policies of the Ministry regarding the Teaching Service
- must ensure that effective teaching and learning are developed and maintained to the maximum at school
- must respect the dignity and constitutional rights of every learner without prejudice, including the right to education, equality of culture, and the right to privacy
- must promote gender equality and refrain from any form of discrimination including on the basis of HIV/AIDS status or health reasons
- must promote acceptable moral standards and development among learners
- must promote a sense of responsibility among learners toward themselves, their school, peers and their community
- may not, in any form, humiliate or abuse a learner (i.e. physically, emotionally or psychologically)
- may not administer corporal or any other degrading punishment upon a learner
- may not divulge information about a learner received in confidence or in the course of professional duties
- may not accept any form of payment for tutoring of a learner in any school subject without the necessary permission
- may not withhold a learner's progress report as a form of disciplinary measure or for non-payment of contribution to a school development fund
- may not abuse his or her position for financial, political or personal gain
- may not use language or behaviour that will undermine the confidence and respect of any learner
- may not become involved in any form of romance or sexual relations with a learner or sexual harassment or abuse of a learner
- may not discriminate against any learner on the basis of physical or mental impairment or disability, but assist every learner to reach his or her full potential.

Teachers are expected to:

- establish a safe, disciplined and purposeful school environment dedicated to the improvement and maintenance of the quality of the learning and teaching process
- create a caring and nurturing environment for learners to enable them to develop into caring, honest and responsible adults
- undertake to avoid using violence as a teaching and disciplinary tool.



Ms Afrikaner spoke to us in her office this morning. She told us that she has spoken to the girls and to Mr Smit. She gave us a copy of the **General Rules of Conduct for Learners** too. Thank you Mary. Now Jane and I can feel safe at school.

You're welcome. Ms A told me that it is very important that learners know their rights under the **Codes of Conduct**, and report misconduct. When learners don't report bullying or harassment by other learners or even teachers, it can escalate to more serious physical or sexual abuse. I am glad that you feel safe now.



General Rules of Conduct for Learners

A learner at a state school –

- must regularly and punctually attend school, class sessions on the school timetable, study sessions and other compulsory activities as determined by the school
- must carry out and obey all lawful instructions of the principal, teachers, staff members and learners of the school or hostel
- must dedicate himself or herself to his or her studies and complete all legitimate curriculum tasks and assignments
- must respect the dignity, person and property of teachers, learners and members of the public
- must accept and respect the multi-cultural diversity of learners and teachers of the school
- must abide by and comply with the rules of the school or hostel as approved by the school board
- must maintain a high standard of personal hygiene and a clean, decent and neat appearance
- may not behave himself or herself in a disgraceful, improper or indecent manner
- may not bring onto the school or hostel premises, or have in his possession any firearm, bow and arrow, panga, knife or any other dangerous weapon
- may not, on or off the school premises, use intoxicating liquor or narcotic substances without the written prescription of a medical practitioner
- may not have in his possession, or bring onto the school or hostel premises, distribute or sell to another person in the school or hostel premises, intoxicating liquor or narcotic substances without the written prescription of a medical practitioner
- may not have access to the sleeping quarters or hostel dormitories of learners of the opposite sex without the permission of the hostel superintendent
- may not willfully damage, destroy or vandalize the property of government, the school or another person
- may not act in such a manner that is disruptive to normal school programmes or detrimental to the good discipline and learning progress of other learners
- may not practice or participate in any form of initiating ceremonies of new learners that may cause physical harm or emotional distress to such new learners
- may not, by his actions or behaviour encourage or influence other learners to disobey the rules of the school.

All Namibians
have a right
to education.

The Codes of Conduct apply
to all learners and teachers
at school. Know your rights
and stand up for them at
school. Then all learners can
enjoy safer schools, free of
mistreatment and violence.

Remember, it is not
only teachers who
have a duty to behave
appropriately towards
learners. Learners
must also respect the
dignity, person and
property of each other
and of teachers.



DO YOU

... HAVE A QUESTION?

... HAVE A COMMENT?

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We would like to hear your
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