Promoting SAFER SCHOOLS through the SCHOOL CODES OF CONDUCT

Give us us now!







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!



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.







6

Jane has to learn to stand up for herself. Jessica. stop crying like a baby or I will have to beat you myself! Gabes is just being friendly. You are a pretty girl after all.





old us that there are Codes of Conduct that apply to all learners and teachers at school. We talk to her about this.



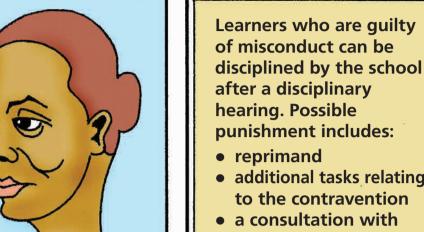
disciplined by the school hearing. Possible additional tasks relating to the contravention

I am glad that you came to tell me this, Mary. You are right. The General Rules of Conduct for Learners say that all learners must respect the dignity, person and property of teachers and learners, and learners must not harm other learners or behave in a disgraceful, improper or indecent manner towards other learners.

The Code of Conduct for Teaching Service has many rules about how teachers must behave. All learners have a duty to act respectfully towards their teachers, even when they disagree with them, but teachers also have a duty of respect towards learners. Mr Smit must not treat Jane or Jessica in the way you described.

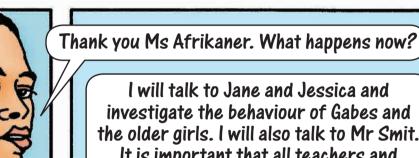
have a right

to education.



Learners who are guilty of misconduct can be disciplined by the school

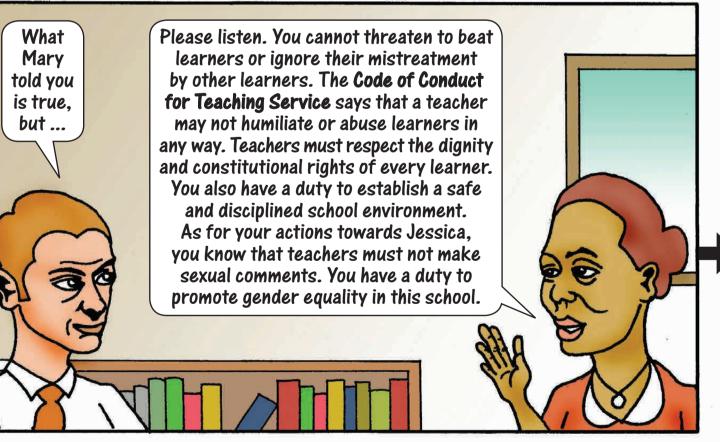
- to the contravention
- a consultation with
- the learner's parents written warnings
- suspension
- expulsion



30 It is important that all teachers and learners know that the Codes of Conduct must be obeyed or disciplinary action may be taken. Every learner has the right to feel safe and respected at 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.



3

I am very

sorry. I

should not

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
- 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
- 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
- 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
- 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.



=

0

another person

Ms Afrikaner spoke to us in You're welcome. Ms A told me 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.

A learner at a state school -

and learners of the school or hostel

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

must regularly and punctually attend school, class sessions on the school timetable, study

must carry out and obey all lawful instructions of the principal, teachers, staff members

must dedicate himself or herself to his or her studies and complete all legitimate curriculum

must respect the dignity, person and property of teachers, learners and members of the

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

must maintain a high standard of personal hygiene and a clean, decent and neat appearance

• may not bring onto the school or hostel premises, or have in his possession any firearm,

may not, on or off the school premises, use intoxicating liquor or narcotic substances

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

may not have access to the sleeping quarters or hostel dormitories of learners of the

may not willfully damage, destroy or vandalize the property of government, the school or

may not act in such a manner that is disruptive to normal school programmes or detrimental

may not practice or participate in any form of initiating ceremonies of new learners that

may not, by his actions or behaviour encourage or influence other learners to disobey the

may not behave himself or herself in a disgraceful, improper or indecent manner

bow and arrow, panga, knife or any other dangerous weapon

substances without the written prescription of a medical practitioner

opposite sex without the permission of the hostel superintendent

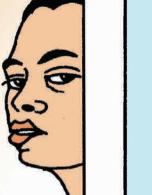
to the good discipline and learning progress of other learners

may cause physical harm or emotional distress to such new learners

without the written prescription of a medical practitioner

sessions and other compulsory activities as determined by the school





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.

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.

Remember, it is not





DO YOU ... HAVE A QUESTION?

... HAVE A COMMENT?

CONTACT US!

SMS: 081-6000098 Email: comic@lac.org.na Fax: 088-613693 Post: P.O. Box 604 Windhoek

We would like to hear your feedback about this comic.



CHRISTINA BENINGER DUDLEY VIALL and PERRI CAPLAN Project management:

JOHN MEINERT PRINTING (PTY) LTD

RACHEL COOMER and DIANNE HUBBARD

OUTCH MINISTRY OF FOREIGN AFFAIRS, MDG3 FUND

GENDER RESEARCH & ADVOCACY PROJECT LEGAL ASSISTANCE CENTRE



This comic may be freely copied for educational ourposes, as long as the source is acknowledged An electronic version of this publication is available



