

## **5.40 STUDENT HEALTH AND WELFARE**

### **5.41 CHILD PROTECTION POLICY**

It is the policy of the Board that every student who attends TIS has the right to learn in a safe and secure environment. To ensure this, the school's curriculum will incorporate information, which will instruct the students in this area as well as encourage them to treat others appropriately and to seek help when necessary.

The Board expects school personnel to be vigilant and proactive toward signs of abuse. While remaining sensitive to different cultures, the Board sets out below common definitions of abusive behavior:

- Physical abuse - non-accidental injury including burns, human bites, and beatings which have been intentionally inflicted;
- Sexual abuse - where a child is used for sexual gratification as in obscene conversation, exposure to pornographic material, exhibitionism, molestation, incest, rape, or sexual exploitation;
- Emotional abuse - unreasonable demands in an excessive or aggressive manner such as habitual and inappropriate teasing, verbal abuse that demeans and belittles the child, bullying, and lack of love, support or guidance;
- Neglect - inadequate supervision, persistent lack of provision of basic human necessities - food, clothing, shelter, medical care, or the failure to protect the child from exposure to any kind of danger (including cold and starvation) and which affects the child's health or development; sexual harassment - unwelcome sexual flirtations or propositions, verbal abuse of a sexual nature, graphic verbal comments about an individual's body, sexually degrading words used to describe an individual, display of sexually suggestive objects or pictures in the educational environment, any act of retaliation against an individual who reports a violation of the sexual harassment policy or who participates in the investigation of a sexual harassment complaint.

Members of the school staff are well placed to observe and report outward signs of abuse to the administrator. School personnel will encourage students to report abuse to their homeroom teacher, advisor, principal or counselor.

#### **PROCEDURE**

##### **In School Follow-up after Identification**

These steps should be followed after identification of a suspected abuse:

- Identifying teachers must report the suspected abuse within twenty-four hours to the school Counselor, who will then inform the Principal and Director;
- Assuming the Director concurs that a suspected abuse situation exists, the Counselor will then interview and examine the student, involving health care professionals if relevant and necessary to the case at hand;
- A written report will be prepared by the Counselor in consultation with relevant staff and the Principal and Director.

##### **Follow-up with Parents and/or Sponsoring Organization**

- Normally, the Director will arrange a meeting with the parents to inform them of the suspected abuse. School personnel will respect the family's right of confidentiality within the limits of the policy. If, however, it is felt that the abuse is considered to be life threatening, extreme, and/or

it is deemed the child should be immediately removed from the home the civil authorities and appropriate embassy will be notified.

- In cases deemed to not be immediately life threatening a meeting between the school officials will be arranged. The parents will be informed of the suspected abuse and TIS's child protection policy. At the conclusion of the meeting the parents will be requested to sign a document in the form attached.
- While each situation will be handled on a case by case basis, it is the intention of the Board for one or more of the following to take place depending on the severity of the case:
- Family counseling - the family will be directed to a counselor in the school and/ or community. The school counselor will periodically communicate with the counselor to ensure that counseling is continuing and that the family is making every effort to resolve the problem.
- Notification of employer by the Director - if the abusive situation is not being resolved by counseling or if the family discontinues counseling prematurely, then the school will notify the employer. The recommendation to the employer will be that they relocate the family to a location where they will benefit from the social services they need. In cases where there may be no employer in Tashkent, a letter will be sent to the ambassador of the student's embassy.

#### **5.42 STUDENT HEALTH AND SAFETY**

- The safety of students will be ensured through the close supervision of students in all school buildings and on all school grounds and through special attention to the following:
- Maintaining a safe school environment;
- Maintaining safe practices on the part of school personnel and students, particularly in those areas of instruction or extracurricular activities which present special hazards;
- Offering safety education for students as germane to particular subjects, such as laboratory courses in science, and health and physical education;

Providing prompt first-aid care for children in case of accident or sudden illness.

#### **5.43 ILLEGAL DRUG AND ALCOHOL FREE ENVIRONMENT**

It is the policy of the board that every student who attends TIS has the right to attend school in a safe and secure environment free from harmful substances. To ensure this, the school's curriculum will inform students, as appropriate about those substances harmful to their health such as: tobacco, illegal and prescription drugs and alcohol. It will provide students with the information necessary to identify many of these substances and to be aware of the consequences of their use upon both their mental and physical health. Students will have the opportunity to discuss and rehearse possible responses to this situation.

In order to protect the students' health, safety and welfare the use, transmittal, sale or attempted sale, or possession of alcohol, tobacco, illegal drugs or inappropriate prescription drugs or substances by students is prohibited at school, on school field trips, and school sponsored functions.

The result of any student found possessing alcohol, tobacco, illegal drugs or inappropriate prescription drugs or substances on campus, will be suspension and/or expulsion from school.

Any student found with illegal drugs or inappropriate prescription drugs or substances on campus at a school function or on a school field trip will be subject to disciplinary action, which may result in suspension or expulsions from school.

#### **5.43.1 POLICY ON ALCOHOL AND DRUG USE**

Illegal drugs, alcohol and inappropriate substances are considered to be:

- a. Any controlled substance or dangerous drug as defined by either United States or local law, including but not limited to marijuana, any narcotic drug, hallucinogen, stimulant, depressant, amphetamine, or barbiturate;
- b. Any pharmaceutical without knowledge and permission of the parents;
- c. Any abuse of glue, aerosol paint, or any other chemical substance for inhalation;
- d. Any intoxicant, or mood-changing, mind-altering, or behavior altering drugs;
- e. Any tobacco, alcohol or alcoholic beverage.

#### **5.43.2 POLICY ON ALCOHOL CONSUMPTION**

As an international school whose community reflects a wide range of cultural perspectives with respect to the consumption of alcohol, it is important for all members of our community to be sensitive to, and respectful of, others' differences, views and opinions. Treated responsibly, alcohol consumption is associated with relaxation and celebration, but it is also recognized that excessive or inappropriate consumption is socially unacceptable, from whatever cultural perspective. Within this context, highlighted below are some practical guidelines on the consumption of alcohol;

- At no time should any employee, be on School premises or at TIS-sponsored School activities under a noticeable influence of alcohol to a detrimental effect.
- During longer school-related field trips, exchanges, or conferences, when faculty or staff are chaperoning students, this is acting 'in loco parentis', no alcohol should be consumed.
- No-one should bring alcohol to School, or to a School related event, that has not been explicitly approved by the Director.
- No spirits should be consumed at School, or at School related events.
- PTA sponsored events are considered to be School related events.

*Amended by the Board, October 28, 2009*

#### **5.44 IMMUNIZATION**

The following immunizations are required for each student:

- Oral Polio
- Measles, Mumps and Rubella
- Tetanus and Diphtheria (every 10 years)
- Hepatitis A and B
- Typhoid

The school will require as proof a vaccination certificate or doctor's **written** statement prior to the prospective student's eligibility for enrollment. All documents should be submitted in English.

#### **5.45 PHYSICAL EXAMINATIONS**

Students will be considered for admission upon the submission of the result of a physical examination by a physician.

#### **5.46 COMMUNICABLE DISEASES**

School policy and procedures for students and staff concerning HIV and AIDS shall be the same as for all serious communicable diseases such as infectious hepatitis, tuberculosis, etc. School policy and procedures shall be based upon current knowledge about known risk factors and modes of transmission, and will reflect concern for the individual as well as group welfare within the school community. The school will make every effort to ensure each person's privacy.

In all matters concerning communicable diseases, the school will seek the advice and recommendations of physicians at the Tashkent International Medical Clinic.

The school will work actively to create a climate of understanding and tolerance for persons infected with communicable diseases including HIV and AIDS. The Board will not tolerate adverse behavior towards HIV infected persons or toward persons 'suspected' of HIV infections. In order to ensure the school staff has the most up to date information on communicable diseases, the administration will provide an annual orientation regarding communicable diseases.