



# ANTI-BULLYING ANTI-VIOLENCE

## (ABAV) Action Plan

### What is the ABAV Action Plan?

In accordance with the Education Act, all elementary and high schools must develop an anti-bullying and anti-violence plan aimed at fostering a **safe school** environment. The focus is to outline prevention measures and intervention methods for incidents of **bullying** and/or **violence** through nine essential elements:

- **Element 1:** School Analysis
- **Element 2:** Prevention Measures
- **Element 3:** Collaboration with Families
- **Element 4:** Procedures for Reporting
- **Element 5:** Intervention Protocol
- **Element 6:** Confidentiality Measures
- **Element 7:** Support Measures
- **Element 8:** Disciplinary Actions
- **Element 9:** Complaint Follow-Up

Each school's ABAV Action Plan is available on its respective website.

***Note:** as an educational institution, the English Montreal School Board prioritizes **remediation** practices centered around re-integration and restorative approaches, rather than relying primarily on disciplinary consequences.*

### How is the ABAV Action Plan developed?

Each year, the school assembles a **committee** consisting of various staff members to set prevention measures based on the identified priorities following an analysis of the situation related to bullying and/or violence.

The ABAV committee also conducts an **annual review** of the prevention measures initiated throughout the year to ensure the maintenance of a safe school environment.

The ABAV Action Plan must be approved annually by the school's Governing Board.

## Definitions

**BULLYING** : Any repeated direct or indirect behaviour, comment, act or gesture, whether deliberate or not, including in cyberspace, which occurs in a context where there is a power imbalance between the persons concerned and which causes distress and injures, hurts, oppresses, intimidates or ostracizes.

S. 13(1.1) EA

**VIOLENCE** : Any intentional demonstration of verbal, written, physical, psychological or sexual force which causes distress and injures, hurts or oppresses a person by attacking their psychological or physical integrity or well-being, or their rights or property.

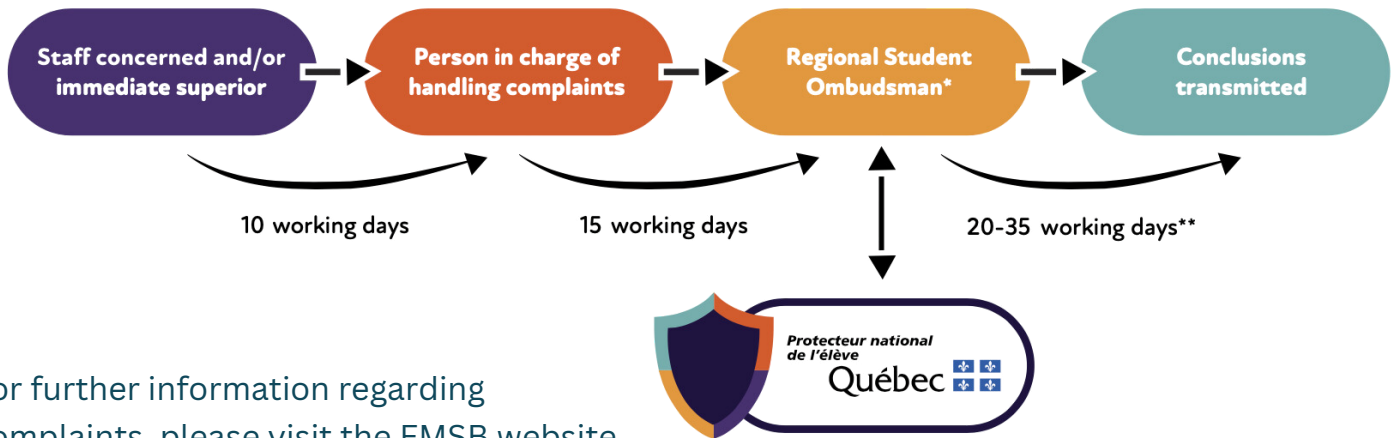
S. 13(1.1) EA

**SEXUAL VIOLENCE** : Any form of violence committed through sexual practices or by targeting sexuality, including sexual assault. It also refers to any other misconduct, including that relating to sexual and gender diversity, in such forms as unwanted direct or indirect gestures, comments, behaviours or attitudes with sexual connotations, including by a technological means.

C. 32 (a.1) P-22.1

## Complaints

An incident of bullying and/or violence can be reported **verbally** or in **writing** to any school personnel. In the event of dissatisfaction with the follow-up, you can file a complaint using the following procedure:



For further information regarding complaints, please visit the EMSB website.

<https://www.emsb.qc.ca/emsb/services/central-services/Complaint>

## Acts of Sexual Violence

In the event of an act of sexual violence committed against a student attending an EMSB educational institution, a report can be made directly to the regional student ombudsman.

- Online complaint form, [click here](#)
- Phone or text: 1-833-420-5233
- Email: [plaintes-pne@pne.gouv.qc.ca](mailto:plaintes-pne@pne.gouv.qc.ca)