

# CUPE CONFIDENTIALITY



CUPE is governed by the School Act, the School Act Regulations, District Policies, School District Code of Conducts, BC Human Rights Code, WorkSafe, Labour Code, CUPE Collective Agreement, Arbitrations and Case law, CUPE Protocol and General law.

The responsibility for a CUPE worker is for the intellectual, physical, social and emotional development of students entrusted to their care.

CUPE must, if they have reason to believe that a student has been, or likely to be, physically harmed, sexually abused or sexually exploited by a parent or other person, immediately report the matter to the appropriate authorities.

CUPE is mindful of the student's safety, the students right to equality of opportunity and successful learning experiences, and is considerate of the student's personal circumstances.

CUPE regards all personal information about the student as CONFIDENTIAL and does not divulge, other than to the appropriate persons, (Admin or Teacher in charge). If you are approached, you will direct any student related questions to the Teacher or Principal.

CUPE needs to recognise confidentiality regarding students should not be discussed in the staffroom. The law around confidentiality is very strict so you need to use your best professional judgement and common sense.

For Example:

- One student being bullied by another. Parent of bullied student wants to know something is happening, that there is some sort of retribution/resolution etc. You need to direct them to the School Admin or Teacher in Charge. You do not comment on the matter.
- Grandparent/Step Parent/Aunt wants to discuss student progress. You could be approached at work or away from work. Once again, politely tell them "you cannot discuss the student" and direct them to contact the school.