

# VIOLENCE AND BULLYING TOWARD SCHOOL STAFF



## Fundamental rights

In Quebec, everyone has the same rights. This applies not only to students, but also to all adults who work at school.

Every staff member has the right to:

### Respect

Not being subjected to insults, threats, humiliation, or bullying.

### Security

Being protected from any form of physical or verbal violence.

### Dignity

Not having to experience actions that harm their reputation, image, or self-esteem.

A respectful environment is essential so that school staff can support students. Every student is responsible for their actions, and consequences depend on age and how serious the behaviour is. Some actions can also have legal consequences beyond the school setting.



After receiving a poor grade, Alex, a Secondary 3 student, is furious. To get revenge, he anonymously sends a threatening message in a group chat to his teacher, Ms. Lucy Gold: "Watch out, you'll regret this," along with an edited image showing a weapon. Ms. Gold experiences significant stress and must take several weeks of leave from work to recover.



## School measures

The school applies its code of conduct and anti-bullying and anti-violence plan.

Alex could receive a warning or a disciplinary measure according to the code of conduct. This could range from a suspension to a more serious measure, including expulsion.

The incident may also be recorded in the student's school file.

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## Civil responsibility (starting around age 7)

A student who harms someone through their actions may be required to repair the damage. This means the student or their parents might have to compensate the person.

In this case, Ms. Gold could ask for compensation if the message damaged her reputation or caused her significant stress.



## Criminal responsibility (starting at age 12)

Some actions are considered crimes. Their consequences are more serious.

These actions lead to a "youth record" and may also result in measures like meetings with the police, community services, a mandatory follow-up with a youth worker, etc.

For more serious crimes, teens may be placed in custody in a youth center. The law mainly aims to help teens take responsibility and receive support, but the consequences can still be significant.

Depending on the circumstances, Alex's message could be considered a threat under criminal law. The police might get involved and Alex could be called to appear in court.