

PROTOCOL FOR CONFLICT RESOLUTION

The **Teaching Profession Act**, Article 18.1 states:

“A member shall,

- a) Avoid interfering in an unwarranted manner between other teachers and pupils;
- b) On making an adverse report on another member, furnish him with a written statement of the report at the earliest possible time and not later than three days after making the report;”

Therefore **no** teacher can make negative comments about a peer, enter his/her classroom without permission, or speak to other teachers in a negative tone about said teacher’s interactions with his/her students, unless it is followed up with a letter, as in 18.1 b).

Consider the following when in conflict with a peer:

- Talk to the teacher yourself, in private, about your concerns
- Ask the Staff Rep. to mediate a resolution to the conflict
- Call the OECTA office to seek advice [(613)723-0959]
- **Refrain** from reporting your concerns to the school administration

Any derogatory comments made in or outside of the school community can lead to disciplinary action.

Consequences for contravening Article 18.1 may include:

- A disciplinary letter in one’s personnel file
- A complaint to the College of Teachers (followed by an investigation)
- Suspension with/without pay
- Administrative transfer to another school for one or both teachers involved