

# 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