



December 20, 2022

Mr. and Mrs. Alexander



Re: Suspension for Josh Alexander (d.o.b. [REDACTED]) – Expulsion Not Recommended

Dear Mr. and Mrs. Alexander:

I am writing to you to report the results of my investigation following Josh's suspension from St. Joseph's Catholic H.S. on November 23, 2022. As you are aware, Josh was suspended pending the investigation into behaviours which required an investigation to determine if they warranted suspension and/or expulsion under *Education Act*, *Safe Schools Act* and Board Policy, as set out in more detail in a letter to you dated November 23, 2022.

As you are aware, despite extending several requests to meet with you and Josh as part of the investigation, you elected not to meet with me; however, you did forward correspondence to me on December 15, 2022 which I did consider as part of my investigation.

As a result of my investigation, I have concluded that Josh:

- made inappropriate comments to trans students;
- continued to refer to a trans student by their "dead name" and refused to recognize the gender they lived by;
- made comments that trans students were a risk to other students in reference to use of washroom facilities at St. Joseph's Catholic HS;
- made inappropriate comments with respect to trans students in the school and on social media which tagged St. Joseph's Catholic H.S.; and
- used a derogatory term in reference to a trans student.

Following my investigation and consideration of the application of mitigating factors , I have decided not to recommend to the Discipline Committee that Josh be expelled, accordingly, Josh will not be subject to an expulsion hearing. However, my findings ultimately indicate that Josh's behaviour and activities warranted a suspension. As such, I have determined that Josh's suspension of 20 days should be confirmed. The grounds for the suspension are that Josh engaged in activities that are:

- bullying and harassment;
- injurious to the moral tone of the school or to the physical or mental well-being of others in the school; and
- "motivated by bias, prejudice or hate based on race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation, gender identify, gender expression, or other similar factor".

Should you wish to appeal the suspension, you must provide written notice of your intention to appeal the suspension to the Superintendent of Education, Mary-lise Rowat, within 5 school days of the receipt of this notice, i.e. by January 12, 2023. If you provide notice of your intention to appeal, you may contact the Superintendent of Education to discuss the appeal. Please be aware that an appeal does not stay the suspension. A copy of the Board's Student Discipline Policy, Procedures and Suspension Appeal Guideline are enclosed.

Please note that as a part of Josh's return to school, there will be a re-entry meeting with Josh and as parents you are welcome to attend. The purpose of the meeting is to identify the strategies and supports required to ensure that Josh's return to school is successful. We will also review expectations for respectful communications in a school environment. This meeting has been scheduled for 8:00 am Wednesday, December 21, 2022.

Sincerely,



Derek Lennox
Enclosure
CC. OSR, Mary-Lise Rowat, Superintendent of Educational Services