

Respectful and Fair Treatment of Students Policy

JoinAir Helicopters Inc. is committed to ensuring that its learning environment promotes the respectful and fair treatment of all students.

While on **JoinAir Helicopters Inc.** premises, or in the course of activities or events hosted by **JoinAir Helicopters Inc.**, the following activities are prohibited:

- Bullying
- Harassment
- Discrimination

If under any circumstances, a prohibited activity occurs, the following outlines the process for addressing the activity:

- Students will be required to put in writing the incident that occurred;
- Both the student who acted in the prohibited activity(s) and the student who was mistreated.
- It will then be discussed with the Owner/CFI and a written warning may be issued, or a letter of dismissal or suspension depending on the situation.
- If a second offence occurs this may be terms for dismissal or suspension.