



Zero Tolerance Policy

Neo Art School is committed to maintaining a safe, respectful, and professional environment for all members of the school community. We operate a strict Zero Tolerance policy to ensure the wellbeing and safety of our staff, who have the right to work without fear of intimidation, aggression, or abuse.

We expect all parents, carers, and visitors to conduct themselves in a respectful and appropriate manner at all times.

Any form of aggressive, abusive, or threatening behaviour — including but not limited to physical assault (e.g., hitting, kicking, spitting), verbal abuse, or discriminatory remarks — will not be tolerated and may result in termination of contracts.

In the event of such behaviour, the School will:

- Remove the individual from the vicinity of children to a private area where appropriate
- Ensure the presence of a second staff member whenever possible
- Remain calm and professional while clearly communicating that such behaviour is unacceptable
- Contact law enforcement if the behaviour persists or escalates
- Document the incident in writing

Following any incident involving aggressive or threatening behaviour, parents will be notified in writing within three (3) days. The School reserves the right to withdraw a child's place where a parent's conduct compromises the safety or wellbeing of staff, children, or families.

Parent/Guardian Acknowledgment

I acknowledge that I have read and understood the Neo Art School Zero Tolerance Policy and agree to comply with its terms.

Parent/Guardian Name (Print): _____

Parent/Guardian Signature: _____

Child's Name: _____

Date: _____