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|                               | <b>Chinook's Edge School Division - Policy</b>                                    |  |
|  | <b>PL 3 – 06.1.0 Welcoming, Caring, Respectful and Safe Learning Environments</b> |  |
| <b>Related Policies:</b>   |   | <b>Date of Approval:</b> 2017 August 1 |
| <b>Related Procedures:</b> <a href="#">AP 3 – 26 Welcoming, Caring, Respectful, Safe and Inclusive Schools</a> |   | <b>Last Amended:</b> 2018 February 7   |
| <b>Related Exhibits:</b>   |   | <b>Last Reviewed:</b> 2019 November 29 |

## FOUNDATIONAL PILLAR - Operational Expectations

### EXPECTATION

It is the will of the Board that the Superintendent shall *ensure that each student enrolled in a school operated by the board and each staff member employed by the board is provided with a welcoming, caring, respectful and safe learning environment that respects diversity and fosters a sense of belonging.*

### DEFINITIONS

*Bullying:* “repeated and hostile or demeaning behaviour by an individual in the school community where the behaviour is intended to cause harm, fear or distress to one or more other individuals in the school community, including psychological harm or harm to an individual’s reputation.

### REQUIREMENTS AND LIMITS

1. The Superintendent shall ensure that all employees, students, parents, volunteers, visitors, and contractors respect diversity and foster a sense of belonging by providing a welcoming, caring, respectful and safe environment where students and staff are treated with respect and dignity.
2. The Superintendent will affirm the rights of and ensure that staff members employed by the Board and students enrolled in a school operated by the Board will not be discriminated against as provided for in the *Alberta Human Rights Act* or the Canadian Charter of Rights and Freedoms.
3. The Superintendent shall ensure that students are encouraged to report all incidents of threats, *bullying*, harassment, violence or intimidation to a responsible adult.
4. The Superintendent shall ensure that allegations of *bullying*, harassing, discriminatory, and violent behaviors toward students and employees are investigated in a timely and respectful manner.
5. The Superintendent shall establish a code of conduct for students that addresses *bullying* behavior. The plan must
  - a. be available to the public
  - b. be reviewed every year
  - c. be provided to all staff of the Division, students of the Division and guardians of students in the Division
  - d. contain the following elements
    - i. a statement of purpose that provides a rationale for the code of conduct, with a focus on welcoming, caring, respectful and safe learning environments

- ii. ii. one or more statements that address the prohibited grounds of discrimination set out in the *Alberta Human Rights Act*
  - iii. iii. one or more statements about what is acceptable behaviour and what is unacceptable behaviour, whether or not it occurs within the school building, during the school day or by electronic means
  - iv. iv. one or more statements about the consequences of unacceptable behaviour, which must take account of the student's age, maturity, and individual circumstances, and which must ensure that support is provided for students who are impacted by inappropriate behaviour, as well as for students who engage in inappropriate behaviour
  - v. v. be in accordance with any further requirements established by the Minister by order.
6. The Superintendent, through school principals, shall ensure support for student organizations by:
- a) If one or more students attending a school operated by the Board requests a staff member employed by the Board for support to establish a voluntary student organization, or to lead an activity intended to promote a welcoming, caring, respectful and safe learning environment that respects and fosters a sense of belonging, the principal of the school shall:
    - i) immediately grant permission for the establishment of the student organization or the holding of the activity at the school, and
    - ii) subject to section D, within a reasonable time from the date that the principal receives the request designate a staff member to serve as the staff liaison to facilitate the establishment, and the ongoing operation, of the student organization or to assist in organizing the activity.
  - b) The students may select a respectful and inclusive name for the organization or activity, including the name "gay-straight alliance" or "queer-straight alliance", after consulting with the principal.
  - c) For greater certainty, the principal shall not prohibit or discourage students from choosing a name that includes "gay-straight alliance" or "queer-straight alliance".
  - d) The principal shall immediately inform the Superintendent who will inform the Board and the Minister if no staff member is available to serve as a staff liaison referred to in subsection (i), and if so informed, the Minister shall appoint a responsible adult to work with the requesting students in organizing the activity or to facilitate the establishment, and the ongoing operation, of the student organization at the school.
  - e) The principal is responsible for ensuring that notification, if any, respecting a voluntary student organization or an activity referred to in subsection
    - (i) is limited to the fact of the establishment of the organization or the holding of the activity and is otherwise consistent with the usual practices to notifications of other student organizations and activities.
  - f) Disclosure of personal information by Chinook's Edge School Division is governed by the *Freedom of Information and Protection of Privacy Act* and is bound by the provisions of that Act.

This includes, but is not limited to, organizations and activities that promote equality and non-discrimination with respect to

- race
- religious belief
- colour
- gender
- gender identity
- gender expression
- physical disabilities
- mental disabilities
- family status
- sexual orientation.

## **ASSURANCES**

1. When the Superintendent is made aware of significant instances where the well-being of students or staff are being hindered, the Superintendent shall inform the Board of the details of the situation, as well as the plan to investigate and address the issue, and the results of both plans.
2. Once per election cycle, [AP 3 – 26 Welcoming, Caring, Respectful, Safe and Inclusive Schools](#) will be reviewed.

## **HISORY**

2017 Aug 1 Approved  
2017 Oct 4 Reviewed  
2017 Oct 10 Reviewed  
2018 Feb 7 Amended  
2019 Apr 10 Reviewed  
2019 Nov 29 Reviewed