

### **WELCOMING, CARING, RESPECTFUL AND SAFE LEARNING ENVIRONMENT**

The Board is committed to providing a welcoming, caring, respectful and safe learning and working environment that respects diversity and fosters a sense of belonging. All members of the school communities within the Division have the right to learn and work in environments that promote equality of opportunity, dignity and respect.

The Board is obligated to protect all members of the school community from harassment, discrimination, and violence or threat thereof during the Division's school-related activities. This right is guaranteed under the Canadian Charter of Rights and Freedoms, Alberta human Rights and the Education Act. All those involved with the Division including trustees, employees, students, families, volunteers, contractors and visitors ("Division Community Members") must share in the responsibility for eliminating bullying, discrimination, harassment, and violence. The Board prohibits bullying, harassment, discriminatory, or and violent behaviors and expects allegations of such behaviors to be investigated in a timely and respectful manner.

Inclusion and a sense of belonging stems from creating an environment that focuses on our right to learn, acknowledges and celebrates diversity, and allows students and staff to focus on their individual success.

#### **Specifically**

1. The Board acknowledges its responsibility to ensure welcoming, caring, respectful and safe learning environments for all students and staff. It recognizes the importance of students' and staffs' emotional, social, intellectual and physical wellness to their success in school and expects students to adhere to the Division Code of Conduct, Policy 19 - Appendix and Student Code of Conduct.
2. The Board expects all division community members, to embrace and support this policy. This policy covers behavior at Division schools, any school-related functions, and school-related communications whether face-to-face, by phone, fax, e-mail, Internet or Intranet, or by any other means of communication. Behaviour which is threatening, harassing, intimidating, assaulting or bullying, in any way, toward any person within the school community.
3. The Board encourages reporting to a responsible adult all incidents of threats, bullying, harassment, violence or intimidation regardless of the identity of the alleged harasser or offender.
4. The Board is supportive of the establishment of student organizations and student-led activities that promote equality and non-discrimination ( in accordance with Section 35.1 of *The Education Act*)
  - 4.1. An organization or activity includes an organization or activity that promotes equality and non-discrimination with respect to, without limitation, race, religious belief, colour, gender, gender identity, gender expression, physical disability, mental disability, family status, or sexual orientation, including but not limited to organizations such as gay-straight alliances, diversity clubs, anti-racism clubs and anti-bullying clubs.

## Policy 19

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5. All information is protected under the Freedom of Information and Protection of Privacy Act.

Adopted/Revised: APR 2016/JAN 2017/MAR 2018/JAN 2019/NOV 2019/APR 2021/DEC 2021

Legal Reference: Section 11, 31, 33, 35.1, 36, 37, 52, 53, 58, 196, 197, 213, 222 Education Act  
Alberta Bill of Rights  
Alberta Human Rights Act  
Occupational Health and Safety Act  
Teaching Profession Act  
Canadian Charter of Rights and Freedoms  
Criminal Code  
Freedom of Information and Protection of Privacy Act (FOIP)