



POLICY 19

WELCOMING, CARING, RESPECTFUL AND SAFE LEARNING AND WORKING ENVIRONMENT

Approved: 2023 10 05

BACKGROUND

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. Each student and staff member within the Division has the right to learn and work in an environment that promotes equality of opportunity, dignity, respect and consideration.

The Board is also obligated to protect all students and staff from harassment, discrimination, and violence or threat thereof during the Division's school-related activities. All those involved with the Division including trustees, employees, students, parents, volunteers, contractors and visitors must share in the responsibility for eliminating bullying, discrimination, harassment, and violence. The Board expects allegations of such behaviours to be investigated in a timely and respectful manner and when warranted, acted upon.

Inclusion and a sense of belonging for all students and staff stems from creating an environment that focuses on the right to learn and work, allowing students and staff to focus on their individual success.

GUIDELINES

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 and schools' codes of conduct.
2. The Board expects all trustees, employees, students, parents, volunteers, visitors, and contractors to embrace and support this policy.
3. This policy covers behaviour not only at Division schools/sites, but also at any school/division activities and functions.
4. 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.
5. This policy does not preclude employees or students from exercising their applicable rights under the Alberta Human Rights Act; the Occupational Health and Safety Act, Regulation or Code; or any other legislation.
6. The Board supports the establishment of student organizations and student-led activities that promote equality and non-discrimination.

Legal Reference:

- Section 8, 31, 33, 35, 35.1, 36, 37, 41, 51, 52, 53, 222 Education Act
- Occupational Health and Safety Act