

## Welcoming, Caring, Respectful and Safe Teaching and Learning Environment Policy

*Updated June 8, 2018*

### PART I

Consistent with its mission and vision, Edge School is committed to providing a safe, caring, respectful, inclusive, and welcoming learning and teaching environment for all students and staff.

All students and staff have the right to learn and work in an environment free of discrimination, prejudice, and harassment. This right is guaranteed under the

- *Canadian Charter of Rights and Freedoms*;
- The *Alberta Human Rights Act* as amended March 10, 2015. In keeping with the *Alberta Human Rights Act*, no student or person may discriminate against a student on the basis of an individual student's race, colour, ancestry, place of origin, religious beliefs, gender (including pregnancy, sexual harassment, and gender identity or gender expression) physical disability, mental disability, marital status, family status, source of income or sexual orientation;
- Requirements of the *Alberta School Act (section 16.1)* that provide for measures that support the equality and non-discrimination of students who may belong to minority groups, including sexual orientation.

### PART II

Edge School will not tolerate harassment, bullying, intimidation, or discrimination of any kind. Edge School believes that all students have the right to:

- be treated fairly, and with dignity and respect;
- have their confidentiality protected and respected;
- self-identification and determination;
- be fully included and represented, in a positive and respectful manner, by all members of the school community;
- have access to supports, services, and protections;
- have avenues of recourse (without fear of reprisal) available to them when they are victims of harassment, prejudice, discrimination, intimidation, bullying, and/or violence; and
- have their unique identities, cultures, and communities included and respected.

PART III

Edge School is committed to implementing measures that will:

- require appropriate behaviors, language, and actions in order to prevent discrimination, prejudice, and harassment.
- ensure that all such behaviors and complaints will be taken seriously and dealt with expeditiously and effectively using school policies to guide the process.
- ensure that minorities (including gender minorities and their families) are treated with respect and dignity in all aspects of the school community in a manner consistent with the school's mission and vision.

Part IV

If one or more students attending the school request the establishment of a voluntary student organization or to lead an activity intended to promote a welcoming, caring, respectful and safe learning environment that respects diversity and fosters a sense of belonging, the principal of the school shall:

- Grant permission and designate a staff member to serve as the staff liaison to facilitate the establishment and ongoing operation of the student organization or activity
- Allow the students to select a respectful name for the organization or activity, after consulting with the principal. The principal shall not discourage students from choosing a name like "gay-straight alliance".
- Inform the board and the minister if no staff member is available to serve as a staff liaison for the student organization or activity. If so informed, the minister shall appoint a responsible adult to work with the requesting students.
- Ensure that notification, if any, respecting a voluntary organization or activity 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 relating to notifications of other student organizations and activities.

As an accredited private school, Edge School must use, collect and disclose personal information in accordance with the *Personal Information Protection Act*.