



# EDGE SCHOOL

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**WELCOMING, CARING, RESPECTFUL  
AND SAFE WORKING AND  
LEARNING ENVIRONMENT POLICY**

Academics | Athletics | Character

[edgeschool.com](http://edgeschool.com)

**TITLE:** Welcoming, Caring, Respectful and Safe Working and Learning Environment Policy

**BOARD APPROVAL:** January 20, 2024

**POLICY AND LEGISLATIVE REFERENCES:**

Alberta Education Act  
Edge School Student Code of Conduct  
Edge School Student Suspension and Expulsion Policy  
Edge School Abuse Policy  
Canadian Charter of Rights and Freedoms  
The Alberta Human Rights Act

**RATIONALE:**

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.

**PRINCIPLES:**

1. 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 addition, the *Alberta Human Rights Act* includes the right not to be discriminated against by reason of race, national origin, color, religion, gender identity or gender expression. Legislation also provides, as a fundamental right, the “right of parents to make informed decisions respecting the education of their children;” and,
  - Requirements of the *Alberta Education Act* that provide for measures that support the equality and non-discrimination of students who may belong to minority groups, including sexual orientation.
  
2. Edge School will not tolerate harassment, abuse, bullying, intimidation, or discrimination of any kind. Edge School believes that all students and staff 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, abuse, prejudice, discrimination, intimidation, bullying, and/or violence; and
  - have their unique identities, cultures, and communities included and respected.



3. 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.

4. As outlined in section 35.1 of the Education Act, 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 for the establishment of the student organization or the holding of the activity at the school, and
- Designate a staff member to serve as the staff liaison to facilitate the establishment and ongoing operation of the student organization or to assist in organizing the activity.
- For the purpose of section 35.1 of the Education Act, 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.
- 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.
- The principal shall immediately inform the board and the Minister if no staff member is available to serve as a staff liaison. 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.

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

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