



POLICY TITLE:
Safe & Caring

Board Approval: November 21, 2019

Board Review: November 15, 2020

OBJECTIVE:

Consistent with its mission and vision, Summit West Independent School Board is committed to a safe, inclusive, equitable and welcoming learning and teaching environment for all students.

POLICY:

1. All students have the right to learn and work in an environment free of discrimination, prejudice, and harassment. This right is guaranteed under
 - 1.1. *Canadian Charter of Rights & Freedoms*
 - 1.2. *The Alberta Human Rights Act* as amended March 15, 2015, and the *Alberta Human Rights Acts*, including the right not to be discriminated against by reason of race, national origin, colour, religion, or 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,
 - 1.3. Requirements of the *Alberta Education Act (Section 35.1)* that provide for support measures that support the equality and non-discrimination of dignity of students who may belong to minority groups, including sexual orientation.

2. The Summit West Independent School Board will not tolerate harassment, bullying, intimidation, or discrimination on the basis of a person’s actual or perceived differences or gender identity or gender expression.
 - 2.1. The Summit West Independent School Board believes that all students have a right to:
 - a. be treated fairly, equitably, and with dignity and respect;
 - b. have their confidentiality protected and respected;
 - c. self-identification and determination
 - d. freedom of conscience, expression and association;

- e. be fully included and represented in an inclusive, positive and respectful manner by all school personnel;
- f. have equitable access to the same supports, services, and protections provided to heterosexual students and their families;
- g. 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
- h. have their unique identities, families, cultures, and communities included, valued and respected within the school environment.

3. The Summit West Independent School Board is committed to implementing measures that will:

- 3.1. Define appropriate expectations, behaviours, language, and actions in order to prevent discrimination, prejudice, and harassment through greater awareness of, and responsiveness to, their harmful effects.
- 3.2. Ensure that all such discriminatory behaviours and complaints will be taken seriously, documented and dealt with expeditiously and effectively through consistently applied policies and procedures.
- 3.3. Improve students' understanding of the individual lives of minorities, including sexual and gender minorities, and their families, cultures, and communities.
- 3.4. Develop, implement, and evaluate inclusive educational strategies, professional development opportunities, and administrative guidelines to 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.
- 3.5. To assist teachers and school leaders with implementation measures, the following Alberta Education resources may be used by school staff to assist with implementation of this policy: The Walk Around: A School Leader's Observation Guide (see appendix)