



Welcoming, Caring, Respectful and Safe Learning Environment Policy

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Welcoming, Caring, Respectful and Safe Learning Environment

North Point School for Boys encourages students to form active in-school groups and/or clubs to promote positive community in a welcoming, caring, respectful and safe learning environment. All students at North Point are treated with respect and dignity no matter the students (or staff) race, colour, religion or sexual orientation. All North Point 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.

Policy Statement

Board Responsibility

1. North Point School for Boys has the responsibility to ensure that each student enrolled in North Point School and each staff member employed by the Board is provided with a welcoming, caring, respectful and safe learning environment that respects diversity and fosters a sense of belonging.

Head of School Responsibility in accordance with section 16.1(1) of the School Act

2. If one or more students attending a school operated by the Board request a staff member employed by the Board for support to establish a voluntary student organization, or to lead an activity (collectively the "Requested Activity") intended to promote a welcoming, caring, respectful and safe learning environment that respects diversity and fosters a sense of belonging, the Head of School shall, in addition to the other duties set out in this Policy, ensure that the Requested Activity promotes at the School a welcoming, caring, respectful and safe learning environment that respects diversity and fosters a sense of belonging

It is **North Point School Board of Director's responsibility** under section 16.1 of the School Act to enforce and uphold all sections and sub-sections of the Act.

16.1 (1), (3), (3.1), (4) and (6) of the School Act

3. If one or more students of North Point School request a staff member for support to establish 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 Head of School of North Point School shall

- a. Immediately grant permission for the establishment of the student organization within a reasonable time from the date the Head of School receives the request.
- b. Subject to section 5 (below), within a reasonable time from the date that the Head of School receives the request, designate a staff member to serve as the liaison to facilitate the establishment, ongoing oversight and assist in organizing the activity.
- c. The students may select a respectful and inclusive name for the organization or activity including the names “gay-straight alliance” or “queer-straight alliance” after consulting with the Head of School. The Head of School shall not discourage the students from choosing a name that includes “gay-straight alliance” or “queer-straight alliance”.
- d. The Head of School shall immediately inform the board and the Minister of Education if no staff member is available to serve as a liaison. The Minister shall appoint a responsible adult to work with the requesting students in organizing the activity or facilitating the establishment and the on-going operation of the organization at the school.
- e. The Head of School is responsible for ensuring that notification, if any, respecting a voluntary student organization or an activity is limited to the fact of the establishment of the such organization and is consistent with the usual practices relating to notifications of any other student organizations and activities at North Point School.

Additional Legislatively Mandated Head of School Responsibilities

4. As legislatively mandated by section 45(4)(c) of the School Act, the Head of School is responsible for ensuring that notification, if any, respecting a voluntary student organization or an activity referred to in section 16.1(1) of the School Act,
 - a. is limited to the fact of the establishment of the organization or the holding of the activity, and
 - b. is otherwise consistent with the usual practices relating to notifications of other students. Section 45.1(3) School Act Statutory Requirements
5. As legislatively mandated in section 45.1(3) of the School Act, this Policy and the Student Code of Conduct set out in this Policy (“Code of Conduct”):
 - a. herein affirms the rights, as provided for in the *Alberta Human Rights Act* and the *Canadian Charter of Rights and Freedoms*, of each staff member employed by the Board and each student enrolled in the School;
 - b. herein states that staff members employed by the Board and students enrolled in the School will not be discriminated against as provided for in the *Alberta Human Rights Act* or the *Canadian Charter of Rights and Freedoms* to the degree the same applies in law to the School.

As required by Section 45(4)(d) of the School Act, the disclosure of personal information of students and members of the North Point School community is governed by the Personal Information Protection Act.

North Point School Code of Conduct

The *North Point School Policies and Procedures* provide full details regarding the school code of conduct and disciplinary actions for minor and major infractions to this code of conduct.

6. North Point School is committed to implementing measures that will:
 - a. 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.
 - b. Ensure that all such discriminatory behaviours and complaints will be taken seriously, documented, and dealt with expeditiously and effectively through consistently applied policy and procedures.
 - c. Improve students' understanding of the individual lives of minorities, including sexual and gender minorities, and their families, cultures, and communities.
 - d. 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.

7. North Point School commits to communicating our policies for Managing Behaviour and the Student Code of Conduct, both of which establish the expectation that parents will assist the School in maintaining a safe and secure environment by:
 - a. Familiarizing themselves, supporting and encouraging student respect for school discipline expectations, policies and procedures; and
 - b. Supporting the school in the enforcement of these expectations, policies and procedures at all school functions, both on-campus and off-campus.