



## **F-5 Welcoming, Caring, Respectful and Safe Learning Environment**

### **Policy**

The Calgary Arts Academy Society Board ensures that all students, families and staff have a welcoming, caring, respectful, safe learning environment that respects diversity and fosters a sense of belonging.

**Calgary Arts Academy Society Board affirms the right as provided for in the Alberta Human Rights Act and the Canadian Charter of Rights and Freedoms of each staff employed by the Board and each student in the schools operated by the board.**

Families, staff and students of Calgary Arts Academy will not be discriminated against as provided for in the Alberta Human Rights Act or the Canadian Charter of Rights and Freedoms.

All members of the school community have the right to learn and work in an environment free from discrimination, prejudice and harassment. Please also refer to the following policies: C-8 Personal Harassment, F-4 Harassment and Bullying of Students.

### **Administrative Procedures**

The Calgary Arts Academy Society Board respects and supports any student request to lead an activity intended to promote a welcoming, caring, respectful and safe learning environment that respects diversity and fosters a sense of belonging in accordance with section 16.1 of the School Act.

1. If one or more students attending a school operated by CAA Society Board request a staff member employed by the board 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 principal shall immediately grant permission for the establishment of the student organization or the holding of the activity at the school subject to #3, within a reasonable time from the date that the principal receives the request, designate a staff member to serve as the staff liaison to facilitate the establishment, and the ongoing operation, of the student organization or to assist in organizing the activity.
2. 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. For greater certainty, the principal shall not prohibit or discourage students from choosing a name that includes “gay-straight alliance” or “queer-straight alliance”.
3. The principal shall immediately inform the board and the Minister if no staff member is available to serve as a staff liaison and 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.

4. The principal 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 organization or the holding of the activity, and is otherwise consistent with the usual practices relating to notification of other student organizations and activities.
5. Provides supports that respond to a student's individual needs.
6. Respects an individual's right to self-identification and privacy.
7. Maintains records in a way that respects privacy and confidentiality bound by the provisions of the *Freedom of Information and Protection of Privacy Act*.
8. Ensures dress codes respect an individual's gender identity and gender expression.
9. Minimizes gender-segregated activities.
10. Enables students with diverse sexual orientations, gender identities and gender expressions to have full, safe and equitable participation in curricular and extra-curricular activities.
11. Provides safe access to washroom and change-room facilities.
12. Provides professional learning opportunities that build the capacity of staff to understand and support diverse sexual orientations, gender identities and gender expressions.
13. Uses a comprehensive whole-school approach to promote healthy relationships and prevent and respond to bullying behaviour.
14. Ensures students have the understanding, skills and opportunities to contribute to welcoming, caring, respectful and safe learning environments that respect diversity and nurture a sense of belonging and a positive sense of self.
15. Ensures all families are welcomed and supported as valued members of the school community and are protected from discrimination based on their sexual orientations, gender identities and gender expressions.
16. Ensures that Society staff members have work environments where they are protected from discrimination based on their sexual orientations, gender identities and gender expressions.

## References

School Act – Sections 45.1 (including section 16.1), 45(8)  
 Freedom of Information and Protection of Privacy Act  
 Alberta Human Rights Act  
 Canadian Charter of Rights and Freedoms  
 United Nations Convention on the Rights of the Child  
 F-2 Student Code of Conduct – Policies and Procedures

For more information about the guidelines set forth in this policy, please refer to the Alberta Education document: *Guidelines for Best Practices: Creating Learning Environments that Respect Diverse Sexual Orientations, Gender Identities and Gender Expressions (2016)*.  
<https://education.alberta.ca/media/1626737/91383-attachment-1-guidelines-final.pdf>

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