

## Welcoming, Caring, Respectful and Safe Learning Environments

Background: The purpose of the Calgary Academy Board's policy is to clearly outline the board's position with respect to the provision of a welcoming, caring, respectful and safe learning and working environment and to underline its obligations to protect all students and staff from bullying, harassment, discrimination and violence when it affects the school environment.

### Mission

We design engaging, dynamic, student-centred experiences that nurture a caring, inclusive culture and instill a love of learning.

### Vision

To be a beacon of possibility for richly personalized, engaging learning experiences that empower learners to pursue lives of passion and purpose.

Calgary Academy:

- Is committed to maximizing student learning, in a welcoming, caring, respectful and safe environment, supported by a highly effective team.
- Will work with families and community partners to provide safe, caring, healthy, diverse, inclusive and equitable learning experiences that engage students to achieve their full potential in an increasingly interdependent world.
- Promotes student learning, growth and understanding.
- Expects that everyone will be treated with dignity and respect in a welcoming, caring, respectful and safe environment.
- Believes all members of our community are to be treated with dignity and respect.
- Values excellence in education, guided by shared responsibility.
- Values and embraces diversity and belonging.

### Guiding Principles

- All students and staff deserve a welcoming, caring, respectful and safe environment.
- Welcoming, caring, respectful and safe learning and working environments, characterized by an atmosphere of mutual trust and respect will be fostered.
- The well-being of all stakeholders will be promoted in a welcoming, caring, respectful and safe environment.

### Core values

- Belonging
  - Learners take pride in being a part of our school and are expected to demonstrate care, compassion and mutual respect towards themselves and others.
- Citizenship

- Stakeholders engage with each other and share in the responsibility for creating healthy communities.
- Diversity
  - Stakeholder’s differing needs, cultures, backgrounds and abilities are respected and valued within our inclusive learning environment.
- Fairness
  - Stakeholders are expected to treat each other fairly and make decisions without favouritism or prejudice that demonstrate a respect for others.
- Respect
  - Stakeholders honour and respect the rights and beliefs of others to make decisions about their own lives and treat others with the highest degree of dignity, equality and trust.

### **Policy: Welcoming, Caring, Respectful and Safe Learning Environments**

The **Calgary Academy Board** prohibits discrimination on the basis of an individual’s race, religious beliefs, colour, gender, gender identity, gender expression, physical disability, mental disability, age, ancestry, place of origin, marital status, source of income, family status, or sexual orientation.

Calgary Academy will support student organizations and activities in accordance with Section 16.1 of the School Act:

16.1(1) If one or more students attending a school operated by a 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 of the school shall (a) immediately grant permission for the establishment of the student organization or the holding of the activity at the school, and (b) subject to subsection (4), 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.

(3) 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.

(3.1) For greater certainty, the principal shall not prohibit or discourage students from choosing a name that includes “gay-straight alliance” or “queer-straight alliance.”

(4) The principal shall immediately inform the board and the Minister if no staff member is available to serve as a staff liaison referred to in subsection (1), 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.

(6) The principal is responsible for ensuring that notification, if any, respecting a voluntary student organization or an activity referred to in subsection (1) is limited to the fact of the establishment of the organization or the holding of the activity.

Notification, if any, regarding student organizations and activities formed under Section 16.1 of the School Act is otherwise consistent with the usual practices relating to notifications of other student organizations or activities.

The *Personal Information Protection Act* governs the disclosure of personal information by Calgary Academy.

The **Calgary Academy Board** is committed to inclusion and a sense of belonging for all students – those from diverse backgrounds, those with learning challenges, those who excel academically or on the sports field, those of different colour, race, sexual orientation or belief. This stems from creating an environment in which we focus on all the ways in which we have the same right to learn, not on the things that make us different.

The **Calgary Academy Board** is committed to providing a welcoming, caring, respectful and safe learning environment that respects diversity and fosters a sense of belonging. Each student and staff member within the school has the right to learn and work in an environment that promotes equality of opportunity, dignity, and respect.

The **Calgary Academy Board** is further committed to providing a safe learning and working environment free from bullying, harassment, discrimination, and violence. All stakeholders including governors, employees, students, parents, volunteers, contractors, and visitors must share in the responsibility for eliminating bullying, discrimination, harassment, and violence.

The **Calgary Academy Board** is opposed to all bullying, harassing, discriminatory, and violent behaviours and expects allegations of such behaviours to be investigated in a timely and respectful manner.

One key outcome of the **Calgary Academy Board's** commitment to students is that all students will possess a strong connection to their school as a welcoming, caring, respectful and safe institution focused on their individualized success.

**Specifically:**

1. The Calgary Academy Board acknowledges its responsibility to provide a welcoming, caring, respectful and safe learning environment for all students and staff. It recognizes the importance of emotional, social, intellectual and physical wellness to support success in school. The Board will give support through providing avenues to connect with each other to encourage inclusivity and tolerance when requested while expecting students to adhere to the school's codes of conduct.
2. The Board affirms the rights of all students and staff as provided for in the *Alberta Human Rights Act* and the *Canadian Charter of Rights and Freedoms* and will not discriminate against students or staff as provided for in the *Alberta Human Rights Act* or the *Canadian Charter of Rights and*

*Freedoms.*

3. The Calgary Academy Board expects all governors, employees, students, parents, volunteers, visitors, and contractors to embrace and support this policy. This policy covers behaviour not only at Calgary Academy, but also at any school-related activity. The expectations for student behaviour applies whether or not the behaviour occurs within the school building, during the school day, or by electronic means. Threatening, harassing, intimidating, assaulting or bullying, in any way, toward any person within the school community including aggressive behaviours such as “cyber” hate messaging and websites created in the student’s home or other settings, where the behaviour has a negative impact on an individual in the school environment, will be covered by this policy.

The Calgary Academy Board encourages reporting to a responsible adult all incidents of threats, bullying, harassment, violence or intimidation regardless of the identity of the alleged harasser or offender.

### **Calgary Academy Student Code of Conduct**

**Purpose:**

- To establish and maintain a welcoming, caring, respectful, and safe learning environment for all students and school staff.
- To establish and maintain an appropriate balance between individual and collective rights, freedoms, and responsibilities in the school community.
- To establish and publish expectations for student behaviour while at school, at a school-related activity or while engaging in an activity that may have an impact on others in the school.

Students are expected to behave in a manner that fosters a welcoming, caring, respectful and safe learning and working environment, characterized by an atmosphere of mutual trust and respect.

**Examples of Acceptable Behaviors (note: this is not an exhaustive list):**

- **R**espect of diversity; actions that foster a sense of belonging for all others.
- **E**xhibitions of a positive orientation and positive attitude toward learning and all stakeholders.
- **A**ctions that demonstrate a genuine concern and respect for all others.
- **C**onversations that contribute to a welcoming, caring, respectful and safe learning environment.
- **H**onest reporting in a timely manner incidents of bullying, harassment or intimidation.

**Examples of Unacceptable Behaviors (not an exhaustive list) whether or not the behaviour occurs within the school building, during the school day or by electronic means.**

- Behaviours that interfere with the learning of others and/or the school environment or that create unsafe conditions.
- Acts of bullying, harassment, or intimidation.
- Physical violence.
- Retribution against any person in the school who has intervened to prevent or report bullying or any other incident or safety concern.



Students who engage in inappropriate behaviour, as well as students impacted by inappropriate behaviour will be provided, in a timely fashion, access to the full range of professional supports available at Calgary Academy.

Consequences for unacceptable behaviour will take into account the student's age, maturity and individual circumstances. Failing to comply with the Calgary Academy Code of Conduct, may be grounds for suspension or expulsion.