



Palliser Regional Schools Palliser Centre

#101, 3305 - 18 Avenue North, Lethbridge, AB T1H 5S1

Phone: 403-328-4111 Toll-free: 877-667-1234

Fax: 403-380-6890 www.pallisersd.ab.ca

Safe and Caring Learning Environment

Board Policy

The Board is committed to establishing and maintaining a welcoming, caring, respectful and safe learning and teaching environment for all members of the school community. This includes protecting the rights set out in the Alberta Human Rights Act (also referenced or enshrined in the Canadian Charter of Rights and Freedoms and the Alberta School Act) that protect against discrimination on the basis of any of the following grounds:

- Race;
- Religious beliefs;
- Colour;
- Gender;
- Physical disability;
- Mental disability;
- Ancestry;
- Place of origin;
- Marital status;
- Source of income;
- Family status;
- Sexual orientation; and
- Gender identity.

(Collectively referenced as the “Human Rights Protected Grounds”)

The Board believes that all (including but not limited to those falling within the Human Rights Protected Grounds as listed above) students, staff and families have the right to:

- be treated fairly, equitably, and with dignity and respect;
- have their confidentiality protected and respected;
- self-identification and determination;
- freedom of conscience, expression, and association;
- be fully included and represented in an inclusive, positive, and respectful manner by all school personnel;
- have equitable access to supports, services, and protections;
- have avenues of recourse without fear of reprisal available to them when they are victims of harassment, prejudice, discrimination, intimidation, bullying, and/or violence

*Together we will ensure learning success for all students
to develop their unique potential as caring citizens in a changing world.*

The Board is committed to implementing measures that will:

- 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.
- 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.

The Board refers to and declares that its Code of Conduct pursuant to Section 45.1(3) of the School Act shall be made up collectively of the following existing Administrative Procedures:

- AP310 – Safe and Caring School Environments;
- AP352 – Bullying Behavior in Schools;
- AP171 – Harassment of Students or Employees;
- AP205 – Controversial Issues; and
- AP319 – Safe Interventions with Students.

This group of Administrative Procedures, collectively forming the Code of Conduct, shall:

- Be made publicly available;
- Be reviewed annually;
- Be provided to all staff, students and parents of the Board;
- Be understood as collectively applying for the purpose and rationale of focusing on welcoming, caring, respectful and safe learning environments as outlined in this Policy; and
- Ensure respect and protection for the Human Rights Protected Grounds.

References

Alberta Human Rights Act

Canadian Charter of Rights and Freedoms

School District Administrative Procedures 171, 205, 310, 319, 352

School Act Section 45.1 and 16.1