



901BP Welcoming, Caring, Respectful and Safe Workplace & Learning Environments

APPROVED: 2023.03.14 (2021.05.19) (2019.11.27) (2018.05.16) (2012.09.19)

ADOPTED: 2012.11.28

REVIEWED: 2024.03.20 (2023.03.14) (2022.05.18) (2021.05.19) (2019.11.20) (2018.05.14) (2015.12.07)

AMENDED: 2023.08.22 (2021.05.19) (2019.11.20) (2018.05.14) (2016.02.11)

LEGAL REFERENCE:

- *Education Act Section 33 (2)*
- *Alberta Human Rights Act*
- *Criminal Code of Canada*
- *Canadian Charter of Rights and Freedoms*

CROSS REFERENCE:

- [201.6AP Student Records](#)
 - [202BP Students' Rights and Responsibilities](#)
 - [202.2AP Student Responsibilities](#)
 - [202.7AP Student Code of Conduct](#)
 - [203BP Student Welfare](#)
 - [302.11AP Support for Student Organizations](#)
 - [400.1AP BTPS Staff Code of Conduct](#)
 - [401.2AP Bullying/Personal/Sexual Harassment](#)
 - [303/304.1AP Use of Division and Personal Technology](#)
 - [801BP Facilities Operations](#)
 - [801.1AP Workplace Health & Safety](#)
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POLICY STATEMENT:

The Board of Trustees strives to provide each enrolled student and every employed staff member with a welcoming, caring, respectful and safe learning environment that respects diversity and fosters a sense of belonging.

Furthermore, the Board affirms the rights, of all staff members and students, as provided for in the Alberta Human Rights Act and the Canadian Charter of Rights and Freedoms. The Board will not tolerate discrimination against staff or students because of 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 as provided for in the Alberta Human Rights Act and the Canadian Charter of Rights and Freedoms.

The Board recognizes that individual and systemic biases exist in society. The Board acknowledges that such biases may exist within our schools and will work to end these injustices through support and education. All members of the school community are expected to practice respectful conduct, promote inclusive behaviour, and respect diversity.

The Board will annually review and revise as required all policies and administrative procedures associated with welcoming, caring, respectful and safe working and learning environments.

GUIDING PRINCIPLES:

1. Staff and student behavioral expectations are established and available to all stakeholders on both the jurisdiction and school websites.
2. The Board is committed to providing welcoming, caring, respectful and safe working and learning environments that respect diversity and foster a sense of belonging for all members of the school community.
3. The Board supports the formation of groups that promote safe, caring, and welcoming working and learning environments. (302.11AP Support for Student Organizations).
4. The Board sees the value in working with parents, community members, organizations, and government to foster lifelong habits that improve the health and well-being of students and staff.
5. Each school and central services will maintain a supportive environment that develops the knowledge, skills, and attitudes necessary to enable individuals to make choices that foster emotional and physical health.
6. The Board encourages the pursuit of partnerships with outside organizations that support health and wellness of students and staff.
7. Students, staff, parents, volunteers, and all other visitors will conduct themselves in a manner that supports and promotes a welcoming, caring, respectful and safe learning environment.
8. The Board is committed to providing ongoing assistance to all students and staff dealing with issues of harassment/bullying. (401.2AP Bullying and Sexual Harassment).
9. Any employee, student, parent or volunteer who subjects anyone within our school community to personal and/or sexual harassment/bullying, including cyber-bullying, will be subject to appropriate disciplinary action. (401.2AP Bullying and Sexual Harassment).