

SAFE AND CARING POLICY

Definitions:

Bullying - means repeated and hostile or demeaning behaviour by an individual in the school community where the behaviour is intended to cause harm, fear or distress to one or more other individuals in the school community, including psychological harm or harm to an individual's reputation.

References:

This policy references section 16.1, 20, 28, 45.1, 45.2, 45.3, 50.1 of the current School Act and sections 31, 32, 35.1. of the new Education Act.

Background:

All staff and students 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, including the right not to be discriminated against by reason of race, age, national origin, colour, religion or gender identity or gender expression.
- Legislation also provides for the "right of parents to make informed decisions respecting the education of their children;"

Requirements:

The Phoenix Foundation is an inclusive learning environment believes that all staff and students have the right to: a welcoming, caring, respectful and safe learning environment that respects diversity and fosters a sense of belonging, as well as a 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;
- 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;

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1. Phoenix will actively promote and encourage a welcoming, caring, respectful and safe learning environment for all staff, students and families.
2. Phoenix will make sure that all staff and students are familiar with the school handbook and codes of conduct.
3. Staff will ensure that all discriminatory behaviours and complaints are taken seriously, documented and dealt with in a fair, respectful and timely manner.
4. As per section 31 of the Education Act, Phoenix administration will assist students in reporting acts of bullying to the proper authority.
5. Guidelines for the establishment of student organizations can be found in the school handbook.
6. Phoenix administration will actively support student organizations in accordance with section 16.1 of the current School Act:

16.1 Support for student organizations

(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”.

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(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.

7. Information collected by Phoenix will adhere to the appropriate sections of FOIP and PIPA where appropriate

Date Reviewed: February 1, 2018

Board Chair: _____

Board Secretary: _____

- *Original signed by Chair and Secretary*