

The Board is committed to providing a welcoming, caring, respectful and safe learning and working environment that respects diversity and fosters a sense of belonging. Each student and staff member within the Division has the right to learn and work in facilities that promote equality of opportunity, dignity and respect.

The Board is also obligated to protect all students and staff from harassment, discrimination, and violence or threat thereof during the Division's school-related activities. All those involved with the Division including trustees, employees, students, parents, volunteers, contractors and visitors must share in the responsibility for eliminating bullying, discrimination, harassment, and violence. The Board prohibits bullying, harassment, discriminatory, and violent behaviors and expects allegations of such behaviors to be investigated in a timely and respectful manner.

Specifically

1. The Board acknowledges its responsibility to ensure welcoming, caring, respectful and safe learning environments for all students and staff. It recognizes the importance of students' and staffs' emotional, social, intellectual and physical wellness to their success in school and expects students to adhere to the Division Code of Conduct and schools' codes of conduct.
2. The Board expects all trustees, employees, students, parents, volunteers, visitors, and contractors to embrace and support this policy.
3. This policy covers behavior not only at Division schools, but also at any school-related functions. This applies whether contact is face-to-face, by phone, fax, email, Internet or Intranet, or by any other means of communication and includes but is not limited to threatening, harassing, intimidating, assaulting or bullying, in any way, any person within the school community including aggressive behaviors such as "cyber" hate messaging and websites created in the student's home, in cyber cafes or other settings.
4. The Board encourages reporting all incidents of threats, bullying, harassment, violence or intimidation regardless of the identity of the alleged harasser or offender.
5. The Board supports the establishment of student organizations and student-led activities that promote equality and non-discrimination of race, religious belief, colour, gender, gender identity, gender expression, physical disability, mental disability, family status or sexual orientation. This includes but is not limited to organizations such as gay-straight alliances, diversity clubs, anti-racism clubs and anti-bullying clubs.

Reference:

[Education Act](#)
[Alberta Bill of Rights](#)
[Alberta Human Rights Act](#)
[Occupational Health and Safety Act](#)

[Teaching Profession Act](#)
[Superintendent Leadership Quality Standard](#)
[Canadian Charter of Rights and Freedoms](#)
[Criminal Code](#)
[Policy 01 Foundation Statements](#)
[AP 20-02 Visitors and School Security](#)
[AP 20-03 School Dispute Resolution \(External Communication Protocol\)](#)
[AP 20-05 Public Code of Conduct](#)
[AP 20-20 Discrimination, Harassment, Bullying and Violence](#)
[AP 20-50 School Based Decision Making](#)
[AP 40-02 Public Interest Disclosure \(Whistleblower Protection\)](#)
[AP 40-12 Employee Health and Safety](#)
[AP 40-47 Employee Code of Conduct](#)
[AP 40-60 Volunteers in Schools](#)
[AP 50-06 Student Attendance](#)
[AP 50-09 Student Code of Conduct](#)
[AP 50-10 Student Suspension and Expulsion](#)
[AP 50-17 Student Health and Safety](#)
[AP 50-27 Counselling and Guidance Supports](#)
[AP 60-03 Field Trips, Excursions, National and International Tours](#)
[AP 60-12 Inclusive Practices \(Student Placement and other Programming Decisions\)](#)
[AP 60-14 Off-Campus Education](#)
[AP 70-11 Chemical and Hazardous Materials Management](#)
[AP 60-15 Student Activities and Organizations](#)
[AP 70-105 Student Transportation Services – Rules, Responsibilities and Student Discipline Process](#)
[AP 80-01 Digital Citizenship](#)
[AP 80-05 Technology Acceptable Use](#)
[AP 80-06 Social Media and Internet Communication Procedures](#)