



Background

Students are better able to achieve success and a positive sense of self when schools are inclusive, welcoming, caring, respectful and safe. These environments support students in building healthy relationships with others, value diversity and demonstrate respect, empathy and compassion.

The Charter Board supports the establishment of student organizations and the arranging of student-led activities which are intended to support a welcoming, caring respectful and safe learning environment that nurtures a sense of belonging, including but not limited to gay-straight or queer-straight alliances, diversity clubs, anti-racism clubs and anti-bullying clubs.

Procedures:

1. The Principal shall:
 - 1.1 Provide students, staff and parents with a copy, or electronic access to the publicly posted Student Code of Conduct.
 - 1.2 Investigate all student complaints of bullying and discriminatory behavior in a timely, respectful manner with the primary goal of ending such behavior through restorative processes, strategies for addressing issues of dispute, or counselling and where deemed necessary, through disciplinary action including suspension or a recommendation to the Board for expulsion.
 - 1.3 Develop awareness in the school community that bullying is defined as *repeated and hostile or demeaning behavior by an individual in the school community where the behavior is intended to cause harm, fear or distress to one or more individuals in the school community, including psychological harm to an individual's reputation.*
 - 1.4 Support the Bullying Awareness and Prevention Week, the third (3rd) week of November.
 - 1.5 Designate restroom and/or changing areas for anyone expressing a need or desire for increased privacy.
 - 1.6 In accordance with the Education Act s. 35.1(1) support a student request to establish a voluntary student organization or to lead an activity which is intended to promote a welcoming, caring, respectful and safe learning environment (see Board Policy Handbook, Policy 18 at Appendix B).

The Superintendent shall investigate in a timely and respectful manner, all unresolved complaints of student bullying and discriminatory behaviour. The primary goal in resolving such complaints is to bring an end to bullying and discriminatory behavior primarily through restorative processes, but where deemed necessary, through disciplinary action up to and including a recommendation to the Board for student expulsion.

Reference:

Education Act, s. 35.1(1)

Alberta Human Rights Act

Canadian Human Rights Act

Freedom of Information and Protection of Privacy Act