

Policy Statement:

The Board believes that all students and staff should be able to work and learn in a welcoming, caring, respectful, and safe environment. We believe an inclusive environment respects diversity and fosters a sense of belonging that focuses on rights and responsibilities to learn for all.

Definitions:

Welcoming: All who enter our working and learning environments are accepted and invited in

Caring: Empathy and kindness are demonstrated

Respectful: Each person is treated with dignity; honoring, valuing and accepting all

Safe: Each person is free from harm physically, emotionally and technologically

Belonging: Each person is accepted and valued for their place in, and contribution to, our community

Diversity: Each member of our community is important and valued for their uniqueness, individuality and difference from one another

Rationale:

The Board is directed by the regulations of the *Alberta Education Act* to establish a policy on welcoming, caring, respectful, and safe working and learning environments. Further, the Board believes that the development, implementation, and attainment of this policy is enhanced when the process allows for the engagement of parents, students, staff, community, and other interested groups and/or persons.

Scope:

This policy shall apply to any person while on School Board property or while working for the School Board or engaged in any activity approved by the School Board. This includes, but is not limited to, students, employees, parents, volunteers, board members, agents, contractors or persons subject to the supervision and control of the Division.

Reference:

[Alberta Human Rights Act \(AHRA\) – Section 4](#)
[Education Act - Section 33 \(1\)\(d\), \(2\)](#)
[Policy 1 Pembina Hills Regional Division No. 7 Foundation Statements](#)
[AP 20-20 Discrimination and Harassment](#)
[AP 20-50 School Based Decision Making](#)
[AP 40-60 Volunteers in Schools](#)

[AP 40-61 Visitors & School Security](#)
[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 60-15 Student Activities and Organizations](#)
[AP 70-105 Student Transportation Services – Rules, Responsibilities and Student Discipline](#)
[AP 80-01 Digital Citizenship](#)
[AP 80-05 Technology Acceptable Use](#)
[AP 80-06 Social Media and Internet Communication Procedures](#)