

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.

Pembina Hills Public Schools affirms the rights, as provided for in the *Alberta Human Rights Act* and the *Canadian Charter of Rights and Freedoms*, of each staff member employed by the school authority and each student enrolled in a school operated by the school authority. Furthermore, staff members and students will not be discriminated against as provided for in the *Alberta Human Rights Act* or the *Canadian Charter of Rights and Freedoms*.

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 *School Act* to establish a policy on welcoming, caring, respectful, and safe 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](#)

[School Act](#)

[Policy 1 Foundation Statements](#)

[AP 20-02 Visitors and School Security](#)

[AP 20-20 Discrimination and Harassment](#)

[AP 20-50 School Based Decision Making](#)

[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 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](#)