



Policy #5.65.2 Creating Learning Environments that are Welcoming, Caring, Respectful and Safe

Adopted April 1, 2016

Amended September 20, 2018

The Calgary Jewish Academy acknowledges and recognizes Best Practises as a means to comply with provincially mandated legislation in support of creating and fostering a sense of belonging and a supportive and caring school environment for everyone. All staff and students have the right to learn and work in an environment free of discrimination, prejudice and harassment. This right is guaranteed by:

Canadian Charter of Rights and Freedoms

The Alberta Human Rights Act, March 10, 2015 including the right not to be discriminated against by reason of race, national origin, colour, religion, or gender identity or gender expression.

The School Act. An organization or activity includes an organization or activity that promotes equality and non-discrimination with respect to race, religious beliefs, colour, gender, gender identity, gender expression, physical disability, mental disability, family status or sexual orientation including but not limited to organizations such as gay-straight alliances, diversity clubs, anti-racism clubs and anti-bullying clubs.

The Calgary Jewish Academy is committed and obligated to ensure every student and every staff member is provided with a welcoming, caring, respectful and safe learning environment that respects diversity and fosters a sense of belonging.

Administrative Procedures and Regulations:

1. The CJA shall clearly communicate policy to all staff, students and families.
2. The CJA shall post policy on our website as per Alberta Education requirements.
3. The CJA expects that all members of the school community have a role and responsibility to create a safe, caring and respectful environment for all, including individuals of diverse sexual orientation.
4. The CJA shall address concerns, issues, comments, behaviours, language and actions which violate or threaten the intent or spirit of this policy. This includes concerns, issues, comments, behaviours, language and actions which



- display homophobic, transphobic or disrespect to LGBTQ** members of the CJA.
5. This policy closely aligns with the CJA Code of Conduct, June 2018. “The Calgary Jewish Academy promotes responsibility, respect and educational achievement. All members of the CJA community, including students, parents, teachers and staff members have a role and shared responsibility to create a welcoming, caring and respectful and safe learning environment, that will support and contribute to a positive school climate.” The CJA Code of Conduct clearly outlines expectations and responsibilities for all members of the school community. The CJA Code of Conduct also outlines important variables such as dealing with bullying (CJA Policy # 5.70), issues and concerns, unacceptable behaviours, dispute resolution, interventions and progressive discipline. The CJA Code of Conduct is integral in support of attaining the outcomes of Policy # 5.65.2 and will be used as needed.
 6. Support for Student Organizations.
 1. Students may ask any CJA staff member for help in creating a voluntary student organization or leading an activity intended to promote a welcoming, caring, respectful and safe learning environment that respects diversity and fosters a sense of belonging.
 2. If such a request is made to a CJA staff member, the staff member shall immediately advise the principal of the school of the request and the principal shall immediately grant permission for the establishment of the student organization or the holding of the activity at the school.
 3. Within a reasonable time frame the request is received, the principal shall designate a staff member to serve as the staff liaison to facilitate the establishment, and ongoing operation of the organization. The principal shall immediately inform the CJA Board of Directors and the Minister if no staff member is available to serve as liaison. The principal will ensure the Minister appointed adult has access to the school and the resources required to facilitate the establishment and the ongoing operation of the student organization.
 4. The students may select a respectful and inclusive name for the organization or activity, including “gay-straight alliance,” after consulting with the principal. The principal shall not prohibit or discourage students from selecting a name that includes “gay-straight alliance” or “queer-straight alliance.”
 5. Notification, if any, respecting a voluntary student organization or activity is limited to the establishment of the organization or the holding of the activity, and is otherwise consistent with the usual practises relating to



notification. Notification is the responsibility of the CJA principal.

6. The Calgary Jewish Academy is an organization bound by the *Personal Information Protection Act*. Disclosure of any personal information, including a student's participation in a voluntary student organization or activity as outlined in this policy, must be in accordance with the CJA's responsibilities under the provisions of the *Personal Information Protection Act*.

The CJA Policy # 5.65.2 is compliant and consistent with the legal mandate of The School Act as required by s. 45.1 Sections 16.1 (1), (3), (3.1), (4) and (6).

7. Support for students organizations continued.

- 16.1 (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 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".
- (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,



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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.

**LGBTQ (lesbian, gay, bisexual, transgender, queer, questioning) is meant to be an all encompassing term that includes all gender and sexual minorities or those questioning but is not limited to the above.

References:

School Act sections 12, 16.1, 20, 24, 25, 45.1 April 2018

Alberta Human Rights Act June 2018

Canadian Charter of Rights and Freedoms

Alberta Education: Guidelines for Best Practises Creating Learning Environments that Respect Sexual Orientations, Gender Identification and Gender Expressions, 2016

Alberta Education: <https://education.alberta.ca/bullying-prevention/what-is-bullying/>



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