



Policy # 5.65.1

NON-DISCRIMINATION POLICY

Adopted: February 10, 2003

Amended: June 16, 2003

Amended: March 10, 2016 (Previously 5.65)

Amended: June 20, 2018

Amended: May 2023

POLICY STATEMENT

The Calgary Jewish Academy is committed to a policy of nondiscrimination in relation to race, color, religion, sex, age, national origin, physical and mental disability, marital status, family status, sexual orientation, ancestry, and source of income. (As noted in Policy 5.65.2 Creating Learning Environments that Respect Diverse Sexual Orientation policy)

REGULATIONS AND APPLICATION OF THE POLICY

The Non-Discrimination Policy shall prevail in all matters concerning conduct and treatment of staff, students, parents and educational programs and services. This policy is written with the intention of compliance with the legislation of the Human Rights, Citizenship and Multicultural Act, RSA 2000, Chap. H-14, not in replacement of it.

There will be times when the school finds there are bona fide occupational requirements that dictate the appropriate skills, knowledge and abilities of an employee for a specific role, and these requirements must be met notwithstanding the non-discrimination policy. For example, a teacher of Judaic curriculum will be required to have knowledge and experience in Jewish culture, language and religion.

Also, given that a key element of the mission of the school is to provide a Jewish education to Jewish students, this will be reflected in the programs and decisions that affect the operation of the school. For example, policies and practices affecting areas such as food, dress, educational programming and admissions will reflect that the school is intended to provide a Jewish education. However, should a family choose to have their child receive a Jewish Education, their child shall be welcomed to the CJA.

The Calgary Jewish Academy recognizes its responsibility to reasonably accommodate employees/students where possible in relation to the protected grounds within our limited human



and financial resources. For more detail regarding the Calgary Jewish Academy's Special Needs Policy which applies to students, please refer to policy # 5.10.

Non-Discrimination and Sexual Orientation and Gender Identity

The Calgary Jewish Academy is supportive of creating and fostering a sense of belonging for everyone. All members of the CJA community are expected to ensure a welcoming and supportive environment for all sexual minority staff, students and families.

Reference to policy #5.65.2 for further information and adoption of CJA Policy.