

Policy # 5.65.2

CREATING LEARNING ENVIRONMENTS THAT ARE WELCOMING, CARING, RESPECTFUL AND SAFE

Adopted: April 1, 2016

Amended: March 8, 2017

Amended: September 20, 2018

Amended: December 06, 2022

POLICY STATEMENT

The Calgary Jewish Academy acknowledges and recognizes The Education Act, enacted September 1, 2019 in compliance 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 Education Act, September 1, 2019

Section 197 (a.1) responsibility of School Principals in providing a welcoming, caring, respectful and safe learning environment that respects diversity and fosters a sense of belonging.

Section 31 (c) responsibility of Students to ensure their conduct contributes to a welcoming, caring, respectful and safe environment that respects diversity and fosters a sense of belonging.

Section 32 (d) responsibility of Parents to ensure their conduct contributes to a welcoming, caring, respectful and safe environment that respects diversity and fosters a sense of belonging.

Section 33 (1) (d) responsibility of Board Members to ensure that each student enrolled by the board and each staff member employed by the board is provided with a welcoming, caring, respectful and safe environment that respects diversity and fosters a sense of belonging.



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.

REGULATIONS AND PROCEDURES

1. The CJA shall clearly communicate policy to all staff, students and families.
2. The CJA shall post the 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, behaviors, language and actions which violate or threaten the intent or spirit of this policy. This includes concerns, issues, comments, behaviors, language and actions which display homophobic, transphobic or disrespect to LGBTQIA2S+ members of the CJA.
5. This policy closely aligns with the CJA Code of Conduct, September 2022. “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 behaviors, 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.

Education Act, September 1, 2019

Support for Student Organizations

Section 35.1 (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 to 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) *permit the establishment of the student organization or the holding of the activity at the school, and*

(b) *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.*

(2) *For the purposes of subsection (1),*

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.

(3) *The students may select a respectful and inclusive name for the organization, including the name “gay-straight alliance” or “queer-straight alliance”, after consulting with the principal.*

(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 or to facilitate the establishment, and the ongoing operation, of the student organization at the school.*

(5) *If a staff member indicates to a principal a willingness to act as a staff liaison under subsection (1),*

(a) *a principal shall not inform a board or the Minister under subsection (4) that no staff member is available to serve as a staff liaison, and*

(b) *that staff member shall be deemed to be available to serve as the staff liaison.*

References:

Education Act, September 2019

(School Act: Former Act sections 12, 16.1, 20, 24, 25, 45.1 April 2018 Repealed)

Alberta Human Rights Act June 2018

Canadian Charter of Rights and Freedoms

Alberta Education: Guidelines for Best Practices Creating Learning

Environments that Respect Sexual Orientations, Gender Identification and Gender Expressions, 2016

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