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## POLICY

Unlimited Potential Community Services' Board is committed to provide a safe, caring, respectful, inclusive, equitable, and welcoming learning environment for all members of our community and student population.


### I. POLICY REQUIREMENTS

#### *Board Responsibility*

1. The Unlimited Potential Community Services' Board has the responsibility to ensure that each student enrolled in the UPCS schools and each staff member employed by the Board is provided with a welcoming, caring, respectful and safe learning environment that respects diversity and fosters a sense of belonging.

#### *Principal Responsibility in accordance with section 33.1(d) of the Education Act*

2. If one or more students attending a school operated by the Board request a staff member 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, in addition to the other duties set out in this Policy, ensure that the requested activity promotes at the school a welcoming, caring, respectful and safe learning environment that respects diversity and fosters a sense of belonging.
3. The School Principal shall:
  - (a) Permit permission for the establishment of the student organization or the holding of the activity at the School, and
  - (b) Within a reasonable time from the date that the Principal receives the request designates 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.
4. 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.
5. The Principal is responsible for ensuring that notification, if any, respecting a voluntary student organization or an activity:
  - (a) Is limited to the fact of the establishment of the organization or the holding of the activity.
  - (b) Is otherwise consistent with the usual practices relating to notifications of other students.
6. This Policy and the Student Code of Conduct set out in this Policy ("Code of Conduct"):
  - (a) Herein 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 Board and each student enrolled in the school.

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- (b) Herein states that staff members employed by the Board and students enrolled in the school will not be discriminated against as provided for in the *Alberta Human Rights Act* or the *Canadian Charter of Rights and Freedoms* to the degree the same applies in law to the school.

#### *Code of Conduct*

7. The Code of Conduct, has the following purpose:


The Unlimited Potential Community Services' Board will not tolerate harassment, bullying, intimidation, or discrimination. Every person, no matter their ability, disability, language, cultural background, religion, sexual orientation and gender identity, has meaningful contributions to make.

The Unlimited Potential Community Services Board believes that all students have the right to:


- Be treated fairly, equitably, and with dignity and respect.
  - Have their confidentiality protected and respected.
  - Self-identification and determination.
  - Freedom of conscience, expression, and association.
  - Be fully included and represented in an inclusive, positive, and respectful manner by all school personnel.
  - Have equitable access to the same supports, services, and protections. Have avenues of recourse (without fear of reprisal) available to them when they are victims of harassment, prejudice, discrimination, intimidation, bullying, and/or violence.
  - Have their unique identities, families, cultures, and communities included, valued and respected within the school environment.
8. In order to ensure that students conduct themselves in an appropriate manner at all times, the students attending the school shall be subject to this Code of Conduct.

A student, as a partner in education, has the responsibility to:

- (a) Attend school regularly and punctually.
- (b) Be ready to learn and actively engage in and diligently pursue the student's education.
- (c) Ensure that the student's conduct contributes to a welcoming, caring, respectful and safe learning environment that respects diversity and fosters a sense of belonging.
- (d) Respect the rights of others in the school.
- (e) Refrain from, report and not tolerate bullying or bullying behavior directed toward others in the school, whether or not it occurs within the school building, during the school day or by electronic means.
- (f) Comply with the rules of the school and the policies of the Board.
- (g) Cooperate with everyone authorized by the board to provide education programs and other services.

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- (h) Be accountable to the student's teachers and other school staff for the student's conduct.
- (i) Positively contribute to the student's school and community.
9. Activities that may constitute a violation of this Code of Conduct include, but are not limited to, bullying whether in person during the school day or by electronic means, physical harm or assault upon others, harassment, hazing, gang activities, weapons in school, drugs and alcohol use, and improper conduct on busses or on field trips.
10. Unacceptable behavior may be grounds for disciplinary action, and provides the student with an opportunity for critical learning and reflection in the areas of personal accountability and responsibility, the development of empathy, as well as communication, conflict resolution, and social skills development.
11. In the assessment of the potential consequences of unacceptable behaviors, the school shall also consider a student's age, maturity, individual circumstances, and frequency of the misconduct. In addition, the specific circumstances of the situation and of the student must be taken into account when determining appropriate responses to unacceptable behavior.
12. The Unlimited Potential Community Services' Board is committed to implementing measures that will:
- Define appropriate expectations, behaviours, language, and actions in order to prevent discrimination, prejudice, and harassment through greater awareness of, and responsiveness to, their harmful effects.
  - Ensure that all such discriminatory behaviors and complaints will be taken seriously, documented, and dealt with expeditiously and effectively through consistently applied policy and procedures.
  - Improve students' understanding of the individual lives of minorities, including sexual and gender minorities, and their families, cultures, and communities.
  - Develop, implement, and evaluate inclusive educational strategies, professional development opportunities, and administrative guidelines to ensure that all minorities including gender minorities and their families are treated with respect and dignity in all aspects of the school community in a manner consistent with the school's mission and vision.
13. When a student engages in unacceptable behavior, consequences may include, but are not limited to:
- i. Temporary assignment of a student to an alternate supervised area within the school.
  - ii. Short term removal of privileges including removal from school-related extra-curricular activities and/or groups.
  - iii. Interventions such as positive behavior supports, contracts, counselling, restorative practices.
  - iv. Replacement or retribution for loss of or damage to property.

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14. The school must ensure that support is provided for students who are impacted by inappropriate behavior, as well as for students who engage in inappropriate behavior.
15. This Code of Conduct shall be made publically available on the school website and shall be provided to all staff, students, and parents.
16. This Code of Conduct shall be reviewed each school year.