

SAFE AND CARING SCHOOL POLICY

Effective Date: April 1, 2018

Approval Date: April 1, 2018

Review Date: April 1, 2019

POLICY

1. The Alberta Ballet has the responsibility to ensure that each student enrolled in Alberta Ballet School 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.

2. If one or more students attending a school operated by the Board request a staff member employed by the Board for support to establish a voluntary Gay Straight Alliance (GSA) student organization, or to lead an activity (collectively the “Requested 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. In accordance with section 45(4) (b) of the *School Act* which legislatively mandates the Board to include the text of section 16.1(1), (3) (3.1) (4) and (6)” of the *School Act* in this Policy, if one or more students attending the School 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 School principal shall:
 - (a) immediately permit permission for the establishment of the student organization or the holding of the activity at the School, and

 - (b) subject to section 5 (below), 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

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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. For greater certainty, the principal shall not prohibit or discourage students from choosing a name that includes “gay-straight alliance” or “queer-straight alliance”.
6. The principal shall immediately inform the Board and the Minister of Education (“Minister”) if no staff member is available to serve as a staff liaison referred to above at subsection 2(b) 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.
7. The principal is responsible for ensuring that notification, if any, 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.
8. As legislatively mandated by section 45(4)(c) of the *School Act*, the principal is responsible for ensuring that notification, if any, respecting a voluntary student organization or an activity referred to in section 16.1(1) of the *School Act*,
 - (a) is limited to the fact of the establishment of the organization or the holding of the activity, and
 - (b) is otherwise consistent with the usual practices relating to notifications of other students.
9. As legislatively mandated in section 45.1(3) of the *School Act*, 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;
 - 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.

a) *Alberta School Act*, RSA 2000, c S-3: preamble, sections 2, 3, 16, 28

b) *Alberta Bill of Rights*, RSA 2000, c A-14: preamble, sections 1 and 2

c) *Alberta Human Rights Act*, RSA 2000, c A-25.5: sections 7, 8 and 11

d) 2017 Bill 24, Third Session, 29th Legislature, 66 Elizabeth II (“Bill 24”)

e) *United Nations Convention on the Rights of the Child* (1990), article 5

f) *International Covenant on Civil and Political Rights*, 999 U.N.T.S. 171, article 18(4) (which protects the rights of parents to guide their children’s religious upbringing)

g) *Alberta’s Personal Information Protection Act*

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10. As legislatively mandated by section 45(5) of the *School Act*, the Code of Conduct herein set out has the following purpose: To establish and maintain a welcoming, caring, respectful, and safe learning environment to help all students achieve their best in dance and academics.
11. 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.
12. Students shall conduct themselves so as to reasonably comply with the following Code of Conduct:
- i. Follow the school's rules
 - ii. Be responsible and respectful when representing the school
 - iii. Be positive
 - iv. Be inclusive
 - v. Try your best in both academic and dance
 - vi. Be kind and polite to peers and faculty members
 - vii. Respect property of the school and other facilities
 - viii. Cooperate with teachers and classmates
 - ix. Follow the dress code
 - x. Accept others for who they are and be respectful of their rights
 - xi. Use social media in a responsible way
 - xii. Contribute to your school and your community – volunteer in and outside the school
 - xiii. Stand up for others
 - xiv. Treat others the way you want to be treated
 - xv. Help and support others in achieving their goals

Unacceptable Student Behaviours (whether or not it occurs in the school during the school day or by electronic means):

- i. *Gossiping or talking behind someone's back*
- ii. *Name calling or insulting someone about their dancing, their appearance, their race, gender, grades/marks or sexual orientation*
- iii. *Ignoring or excluding others*
- iv. *Making someone feel as though they aren't good enough*
- v. *Bullying, harassing, or intimidating others to their face, behind their back or on social media.*
- vi. *Interfering with the learning of others*

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- vii. *Poorly representing the school in any way*
 - viii. *Physical violence.*
 - ix. *Not following the dress code*
 - x. *Disrespecting teachers*
 - xi. *Retribution against any person in the school who has intervened to prevent or report bullying or any other incident or safety concern.*
 - xii. *Illegal activity such as:*
 - xiii. *possession, use or distribution of illegal or restricted substances, including drugs, alcohol, vaping devices, and cigarettes, possession or use of weapons, theft or damage to property.*
- a) 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, drug and alcohol use, and improper conduct on busses or on field trips.
- b) Unacceptable behaviour 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. In the assessment of the potential consequences of unacceptable behaviour, 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 behaviour.
- c) The School must ensure that support is provided for students who are impacted by inappropriate behaviour, as well as for students who engage in inappropriate behaviour.
- d) This Code of Conduct shall be made publically available on the School website and shall be provided to all staff, students, and parents.
- e) This Code of Conduct shall be reviewed each school year.

13. Section 45(4) (d) of the *School Act* requires this Policy to indicate that the *Personal Information Protection Act* governs the disclosure of personal information by the Board.