



DATE: April 26, 2023

TO: Board of Trustees

FROM: Shawna Warren, Superintendent

ORIGINATOR: Jonathan Konrad, Deputy Superintendent, Education Services

GOVERNANCE POLICY: [Policy 110 – Welcoming Inclusive, Safe and Healthy Environments](#)

ADDITIONAL REFERENCE: [Policy 115 – Sexual Orientation and Gender Identities](#)
[Policy 120 – Harassment Policy](#)
[Policy 900 – Student Conduct and Discipline](#)
[AP711 – Employee Conduct – Welcoming Inclusive, Safe and Healthy Environments](#)
Assurance Domain – [Learning Supports](#)

SUBJECT: Policy 110 – Welcoming Inclusive, Safe and Healthy Environments

PURPOSE:

For approval. Motion required.

RECOMMENDED MOTION:

- a) That the Board of Trustees approve *Policy 110 – Welcoming Inclusive, Safe and Healthy Environments* as presented at the April 26, 2023, Public Board meeting.

BACKGROUND:

Administration has reviewed and updated *Policy 110 – Welcoming Inclusive, Safe and Healthy Environments* as part of its review of policies that fall under Education Services. *Policy 110 – Welcoming Inclusive, Safe and Healthy Environments* is to be reviewed on an annual basis.

The Policy Committee reviewed and updated *Policy 110 – Welcoming Inclusive, Safe and Healthy Environments* at their April 6, 2023, committee meeting and has recommended it to the Public Board meeting for approval.

- The additional clause addresses the importance of celebrating student and staff cultures and collaborating with community and cultural leaders to build connections to those cultures.

Administration is prepared to respond to questions at the April 26, 2023, Public Board meeting.

ATTACHMENT(S):

1. Policy 110 – Welcoming Inclusive, Safe and Healthy Environments – Clean Copy
2. Policy 110 – Welcoming Inclusive, Safe and Healthy Environments – Tracked Changes

Policy 110

Welcoming Inclusive, Safe and Healthy Environments

1656017280

1.0 POLICY

The Board believes in the importance of, and is committed to, establishing, and maintaining a welcoming, inclusive, equitable, safe, and healthy environment that respects diversity and fosters a sense of belonging.

The Board believes that students and staff members have the right to learn and work in environments that respect: equity, diversity, inclusion, and human rights. Such environments create the conditions where students and staff can prosper.

The Board is committed to providing environments that support the positive mental health of students and staff and reflect research informed practices related to trauma sensitivity and strength-based approaches to teaching and learning.

The Board believes it is the collective responsibility of all those involved with the Division to create and maintain positive cultures in our schools and workplaces. As such, the Board is committed to providing environments free from harassment, bullying, discrimination and violence.

Definitions:

For the purposes of this policy equity, diversity, and inclusion are defined as:

Equity: A condition or state of fair, inclusive, and respectful treatment of all people. Equity means treating people in ways that take individual differences into consideration.

Diversity: The presence of a wide range of human qualities and attributes within a group, organization, or society. The dimensions of diversity include, but are not limited to, ancestry, culture, ethnicity, gender, gender identity, language, physical and intellectual ability, race, religion, sexual orientation, and socio-economic status.

Inclusion: Is based on the principles of acceptance and welcoming of all students. Students see themselves reflected in their studies, their physical surroundings, and the broader environment, in which all individuals are honored and diversity is respected.

References:

[*Policy 115 – Sexual Orientation and Gender Identities*](#)

[*Policy 120 – Harassment Policy*](#)

[*Policy 900 – Student Conduct and Discipline*](#)

Administrative Procedure: AP711 – Employee Conduct – Welcoming Inclusive, Safe and Healthy Environments

Education Act: Sections 16, 35, 35.1

Vision, Mission and Values Statement

Canadian Charter of Rights and Freedoms

Alberta Human Rights Act

Freedom of Information and Protection of Privacy Act

Guidelines for Best Practices: Alberta Government (2016)

History

2019 Apr 24 Initial Approval

2020 Jan 29 Reviewed

2021 Oct 27 Reviewed

2022 Jun 22 Amended

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The Board believes that students and staff members have the right to learn and work in environments that respect: equity, diversity, inclusion, and human rights. Such environments create the conditions where students and staff can prosper.

The Board believes all students and staff deserve opportunities to connect to their culture. Sturgeon Public School Division celebrates the diversity of our students and communities and is committed to collaborating with community and cultural leaders to build and promote cultural connections.

The Board is committed to providing environments that support the positive mental health of students and staff and reflect research informed practices related to trauma sensitivity and strength-based approaches to teaching and learning.

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