Recommendation Report

Date:	March 20, 2024 **Agenda Item:** 7.3
To:	Board of Trustees
From:	Shawna Warren, Superintendent
Originator(s):	Jonathan Konrad, Deputy Superintendent, Education Services
Governance Policy:	*Board Policy 110: Welcoming Inclusive, Safe and Healthy Environments*
Additional Reference:	*Board Policy 105: Vision, Mission and Values* *Board Policy 115 – Sexual Orientation and Gender Identities* *Board Policy 900 – Student Conduct and Discipline* *Administrative Procedure 711: Welcoming Inclusive, Safe and Healthy Environments* *Administrative Procedure 717: Workplace Violence and Harassment* *Education Act: Sections 16, 35, 35.1* *Canadian Charter of Rights and Freedoms* *Alberta Human Rights Act* *Freedom of Information and Protection of Privacy Act*
Assurance Domain:	Governance

Superintendent Leadership Quality Standard (SLQS)
SLQS Competencies (SLQS / Board Policy 700):
         Supporting Effective Governance

Subject:	**Board Policy 110: Welcoming and Inclusive, Safe and Healthy Environments**

Purpose:
For approval. Motion required.

Recommended Motion:
THAT the Board of Trustees approve *Board Policy 110: Welcoming Inclusive, Safe and Healthy Environments* as presented at the March 20, 2024, Public Board Meeting.

Background:
The Board of Trustees is responsible for reviewing Board Policies on an ongoing basis in order to adhere to the requirements necessary to provide excellence in public education and comply with the Education Act and provincial, as well as federal, legislation. The Board, as elected officials of the community, provides overall direction and leadership to the Division. Policies are intended to set the direction, goals and expectations at a higher level, guiding the Division towards its mission.

As part of the annual review process, Administration has reviewed *Policy 110: Welcoming and Inclusive, Safe and Healthy Environments.* The recommended changes to the Policy include the broadening of the school community to include community members and volunteers as per Board request. This underscores the right for all members of a school community to learn, work and volunteer in environments that respect equity, diversity, inclusion and human rights. Emphasizing collective responsibility calls on everyone involved with The Sturgeon Public School Division to create and maintain a positive culture in schools and workplaces that are free from harassment, bullying, discrimination and violence.

Administration reviewed the correlated Administrative Procedure, *AP711 Welcoming Inclusive, Safe and Healthy Environments,* and updated the procedure to ensure it also captured volunteers and all members of the school community to uphold the commitment of the Board of Trustees to foster a learning and working environment free from violence and harassment as outlined in Policy 110. The AP establishes a comprehensive framework outlining the Division's stance against such acts and provides procedures to address them, emphasizing roles and responsibilities to ensure a safe and respectful environment. *AP 711* was brought to the February 28, 2024 Public Board meeting as information.

A new Administrative Procedure, *AP717: Workplace Violence and Harassment*, was created and shared as information at the February 28, 2024 Public Board meeting to uphold the commitment of the Board of Trustees to foster a learning and working environment free from violence and harassment as outlined in Policy 110. The AP establishes a comprehensive framework outlining the Division's stance against such acts and provides procedures to address them, emphasizing roles and responsibilities to ensure a safe and respectful environment.

Board Policy 110: Welcoming Inclusive, Safe and Healthy Environments was brought to the February 14, 2024, Committee of the Whole for a first reading and the March 6, 2024 Committee of the Whole for a second reading.

Administration is prepared to respond to questions at the March 20, 2024, Public Board meeting.

Attachment(s):
1. Board Policy 110: Welcoming Inclusive, Safe and Healthy Environments - Tracked Changes

Welcoming Inclusive, Safe and Healthy Environments

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 all members of the school community, including students, ~~and~~ staff, ~~members~~ and community members, have the right to learn, ~~and~~ work and volunteer in environments that respect: equity, diversity, inclusion and human rights. Such environments create the conditions where ~~students and staff~~ everyone can prosper.

The Board believes all ~~students and staff~~ members of the school community 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.

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 105: Vision, Mission and Values

Policy 115 – Sexual Orientation and Gender Identities
~~*Policy 120 – Harassment Policy*~~ *Administrative Procedure 717 - Workplace Violence and Harassment*
Policy 900 – Studen t Conduct and Discipline
Administrative Procedure: AP711 – Welcoming Inclusive, Safe and Healthy Environments
Education Act: Sections 16, 35, 35.1
Canadian Charter of Rights and Freedoms
Alberta Human Rights Act
Freedom of Information and Protection of Privacy Act

History

2019 Apr 24 Initial Approval
2020 Jan 29 Reviewed
2021 Oct 27 Reviewed
2022 Jun 22 Amended
2023 Apr 26 Amended