



Welcoming, Caring, Respectful and Safe Learning Environment Policy

I. POLICY REQUIREMENTS

Board Responsibility

1. The Khalsa School Calgary Board has the responsibility to ensure that each student enrolled in Khalsa School Calgary 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 16.1(1) of the School Act

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 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

Board Responsibility in relation to Student Organizations at the School under s. 16.1 of the School Act

3. In accordance with section 45.1(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 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.

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*

h) *Board Policy* regarding the School’s Faith Based Policy.