

Medicine Hat Public School Division

601-1st Avenue SW, Medicine Hat, AB T1A 4Y7 | Phone 403.528.6700 | Fax 403.529.5339 | www.mhpsd.ca

**MEDICINE HAT PUBLIC BOARD OF EDUCATION OPERATES AS MEDICINE HAT PUBLIC SCHOOL DIVISION,
AND FOR THE PURPOSE OF THIS DOCUMENT WILL BE REFERRED TO AS "MHPSD" AND/OR "DIVISION"**

SECTION 600 – Students

POLICY 612: WELCOMING, CARING, RESPECTFUL AND SAFE LEARNING ENVIRONMENTS

BACKGROUND

Students, staff and school community members within the Division have the right to learn and work in schools that promote equality of opportunity, dignity and respect.

POLICY

The Board of Trustees is committed to providing a welcoming, caring, respectful, and safe learning environment that respects diversity and fosters a sense of belonging. The Board of Trustees is further committed to protecting all students from harassment and discrimination during the Division's school-related activities. All those involved with the Division including Trustees, employees, students, parents, volunteers, contractors, and visitors must share in the responsibility for eliminating bullying, harassment and discriminatory behaviours, and expects allegations of such behaviours to be investigated in a timely and respectful manner.

GUIDELINES

1. The Board of Trustees acknowledges its responsibility to ensure welcoming, caring, respectful, and safe learning environments for all students and staff. The Board 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 a school operated by the Board. The Board will not discriminate against students or staff as provided for in the *Alberta Human Rights Act* or the *Canadian Charter of Rights and Freedoms*.
2. The Board of Trustees recognizes the importance of students' emotional, social, intellectual and physical wellness to their success in school and expects students to adhere to 612 P 001 – Student Code of Conduct and schools' codes of conduct.
3. The Board of Trustees expects all Trustees, employees, students, parents, volunteers, visitors, and contractors to embrace and support this policy. This policy covers behaviour not only at Division schools, but also at any school-related activities, or while engaging in other non-school activities that have a direct influence on maintaining a welcoming, caring, respectful, and safe learning environment in the school. This applies whether the behaviour occurs within the school building, during the school day or by electronic means. This policy covers threatening, harassing, intimidating, assaulting or bullying, in any way, any person within the school community,

including aggressive behaviours such as “cyber” hate messaging and websites created in the student’s home, in cyber cafes or other settings. This policy also covers discrimination and harassment of 2SLGBTQ+ staff, students and families.

4. In an atmosphere of mutual respect and appreciation for individual differences, ALL staff, students and families, in accordance with the Canadian Charter of Rights and Freedoms, specifically Sections 2 and 15, have the right to:
 - 4.1. be treated fairly, equitably, and with dignity and respect;
 - 4.2. have their confidentiality protected and respected;
 - 4.3. freedom of religion, conscience, expression, association, gender and sexual orientation;
 - 4.4. be fully included and represented in an inclusive, positive, and respectful manner;
 - 4.5. have equitable access to supports, services and protections;
 - 4.6. have avenues of recourse, without fear of reprisal, available to them when they are victims of harassment, prejudice, discrimination, intimidation, bullying and/or violence; and
 - 4.7. have their unique identities, families, cultures and communities included, valued and respected within all aspects of the school environment.
5. The Board of Trustees expects all incidents of threats, bullying, harassment, violence or intimidation regardless of the identity of the alleged harasser or offender, to be reported to a responsible adult who is a Division employee.
6. Students are required to abide by the Code of Conduct as described in the Education Act, Board Policy and individual school’s Student Code of Conduct.
7. This policy is to be reviewed annually by the Board of Trustees.

ADMINISTRATIVE PROCEDURES

[612 AP 001 – Student Code of Conduct](#)

[612 AP 002 – Supporting Children with Social-Emotional Needs](#)

[612 AP 003 – Timeout, Physical Restraint and Seclusion](#)

[612 AP 004 – Assessing Potential Threat Making and High-Risk Student Behaviors](#)

ADMINISTRATIVE PROCEDURES – EXHIBITS

[612 E 001 – Classroom Management Plan Template](#)

[612 E 002 – Use of Physical Restraint Reporting Form](#)

[612 E 003 – Fair Notice Letter](#)

REFERENCES

Alberta Education – Education Act

Alberta Human Rights Act

Canadian Charter of Rights and Freedoms

Approved: June 26, 2018
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