

ADMINISTRATIVE PROCEDURE

Students Welcoming, Caring, Respectful, and Safe Learning Environments STU #04

Revised June 2024

Background

Christ The Redeemer (CTR) Catholic Schools is committed to ensure that each student enrolled in a school operated by CTR Catholic, and each CTR Catholic employee is provided with a welcoming, caring, respectful, and safe learning environment that respects diversity and fosters a sense of belonging.

Section 33(1) (d) of the Education Act (Act) indicates that a board has the responsibility to ensure that each student enrolled in a school operated by the board 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. Section 35.1(1) (a) of the Act outlines regulations for the creation of student groups. Student groups can serve as one mechanism to create inclusive schools, and CTR Catholic supports their formation and operation.

The Act also requires CTR Catholic to provide a welcoming, caring, respectful and safe learning environment that includes the establishment of a code of conduct for students that addresses bullying behavior. CTR Catholic's student code of conduct is administrative procedure STU #01, and CTR Catholic's anti-bullying administrative procedure is STU #03. Safe and caring communities in CTR Catholic are also created via adherence to other policies and administrative procedures including: STU #02 Suspension and Expulsion; STU #13 Students with Special Needs; STU# 18 Safety-Risk Assessment; and STU #29 Sensory Rooms.

Procedures

1. Welcoming, Caring, Respectful and Safe Learning Environments
 - 1.1. Each school operated by CTR Catholic must establish a welcoming, caring, respectful and safe learning environment that:
 - 1.1.1. focuses on building respectful and compassionate school environments rooted in Catholic values;
 - 1.1.2. is grounded in community involvement, ministry and service, student forums and conferences, parent and family involvement, integration of Catholic values, and an emphasis on building relationships;
 - 1.1.3. creates a climate that embraces the values of faith, caring, respect, responsibility, trust, and family; and
 - 1.1.4. is based on the principle that students learn and understand values in three ways:
 - 1.1.4.1. students need to "know the good" through ethical discussion;
 - 1.1.4.2. students need to "see the good" through role modeling and "experience the good" by being a part of a caring community; and
 - 1.1.4.3. students need to "do the good" through service learning opportunities and relationships with others.
2. Student Code of Conduct
 - 2.1. CTR Catholic's Student Code of Conduct administrative procedure is STU #01.
3. CTR Catholic's Responsibilities and Bullying
 - 3.1. CTR Catholic's Anti Bullying administrative procedure is STU #03.
4. Support for Student Organizations
 - 4.1. Each CTR Catholic employee must comply with all provisions under Section 35.1 (1) of the Act respecting support for student organizations, including in particular the following provisions under the Act:

"35.1(1) If one or more students attending a school operated by a board 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 principal of the school shall

- (a) permit the establishment of the student organization or the holding of the activity at the school, and
- (b) 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.”

“(2) For the purposes of subsection (1), an organization or activity includes an organization or activity that promotes equality and non-discrimination with respect to, without limitation, race, religious belief, colour, gender, gender identity, gender expression, physical disability, mental disability, family status or sexual orientation, including but not limited to organizations such as gay-straight alliances, diversity clubs, anti-racism clubs and anti-bullying clubs.

(3) The students may select a respectful and inclusive name for the organization, including the name “gay-straight alliance” or “queerstraight alliance”, after consulting with the principal.

(4) The principal shall immediately inform the board and the Minister if no staff member is available to serve as a staff liaison referred to in subsection (1), 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.

(5) If a staff member indicates to a principal a willingness to act as a staff liaison under subsection (1), (a) a principal shall not inform a board or the Minister under subsection (4) that no staff member is available to serve as a staff liaison, and (b) that staff member shall be deemed to be available to serve as the staff liaison.”

- 4.2. With respect to parent notification regarding the formation of student groups/organizations, CTR will follow the CCSSA’s [LIFE Framework](#).
- 4.3. A principal who carries out functions under section 35.1 (1) of the Act should refer to the CCSSA’s LIFE Framework, as amended from time to time, and use it as a resource guide.
- 4.4. CTR Catholic may disclose personal information only if it is authorized to do so under legislation that governs such disclosure, which, depending on the circumstances, may include the Freedom of Information and Protection of Privacy Act, the Act, the Children First Act, and the Child, Youth and Family Enhancement Act.
- 4.5. Subject to the right and responsibility of CTR Catholic to provide education programs to students through separate schools in such a way that the rights guaranteed under the Constitution of Canada of separate school electors are preserved and maintained, CTR Catholic affirms the rights of each student and employee as provided for in the Alberta Human Rights Act and the Canadian Charter of Rights and Freedoms and will not discriminate against students and employees as provided for in the Alberta Human Rights Act and the Canadian Charter of Rights and Freedoms.

Acknowledgements

Council of Catholic Superintendents LIFE Framework.