SAFE AND CARING SCHOOL POLICY

I. POLICY REQUIREMENTS

Board Responsibility

1. The Board of RTD Math Academy ltd. has the responsibility to ensure that each student enrolled in the RTD Math Academy, 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 in an appropriate online format, 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.

5. For greater certainty, the principal shall not prohibit or discourage students from choosing a name that includes "gay-straight alliance" or "queer-straight alliance".

Legal References:

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*

6. The principal shall immediately inform the Board and the Minister of Education ("Minister") if no staff member is available to serve as a staff liaison referred to above at subsection 3(b) 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.

7. The principal is responsible for ensuring that notification, if any, respecting a voluntary student organization or an activity referred to in section 16.1 (1) is limited to the fact of the establishment of the organization or the holding of the activity.

Additional Legislatively Mandated Principal Responsibilities

8. As legislatively mandated by section 45.1(4)(c) of the *School Act*, the principal is responsible for ensuring that notification, if any, respecting a voluntary student organization or an activity referred to in section 16.1(1) of the *School Act*,
   (a) is limited to the fact of the establishment of the organization or the holding of the activity, and
   (b) is otherwise consistent with the usual practices relating to notifications of other students.

Section 45.1(3) School Act Statutory Requirements

9. As legislatively mandated in section 45.1(3) of the *School Act*, this Policy and the Student Code of Conduct set out in this Policy ("Code of Conduct"):
   a) herein 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 the School;
   b) herein states that staff members employed by the Board and students enrolled in the School will not be discriminated against as provided for in the *Alberta Human Rights Act* or the *Canadian Charter of Rights and Freedoms* to the degree the same applies in law to the School.

Code of Conduct

10. As legislatively mandated by section 45.1(5) of the *School Act*, the Code of Conduct herein set out has the following purpose:

    RTD Math Academy promotes responsible citizenship, respect and inclusive behaviors, and academic excellence in welcoming, safe, caring and respect filled environments. All students, parents, administrators, teachers, and other members have the right to be safe and feel safe while attending our virtual school. It is our expectation that all members demonstrate responsible citizenship and actively contribute to ensuring our school remains a welcoming, safe, caring, and respectful environment.

11. In order to ensure that students conduct themselves in an appropriate manner at all times, the students attending the School shall be subject to this Code of Conduct.

12. Students shall conduct themselves so as to reasonably comply with the following Code of Conduct:
    i. be diligent in pursuing their studies;
    ii. attend school regularly and punctually;
    iii. co-operate fully with everyone authorized by the board to provide education programs and other services;
    iv. comply with school rules;
    v. be accountable to their teachers for their conduct;
    vi. respect the rights of others;
    vii. ensure that they contribute positively to the environment and culture of the School;
    viii. refrain from, report and not tolerate bullying or bullying behaviour directed to others in the school, whether or not it occurs in person, or in an online environment)

    a. Activities that may constitute a violation of this Code of Conduct include, but are not limited to, threats of physical harm or assault upon others, harassment, hazing, gang activities, drug and alcohol use, and improper conduct on virtual field trips**.**

    b. Unacceptable behaviour may be grounds for disciplinary action, and provides the student with an opportunity for critical learning and reflection in the areas of personal accountability and responsibility, the development of empathy, as well as communication, conflict resolution, and social skills development.

       In the assessment of the potential consequences of unacceptable behaviour, the School shall also consider a student's age, maturity, individual circumstances, and frequency of the misconduct. In addition, the specific circumstances of the situation, and of the student, must be taken into account when determining appropriate responses to unacceptable behaviour.

    c. The School must ensure that support is provided for students who are impacted by inappropriate behaviour, as well as for students who engage in inappropriate behaviour.

    d. This Code of Conduct shall be made publicly available on the School website and shall be provided to all staff, students, and parents.

    e. This Code of Conduct shall be reviewed each school year.

13. Section 45.1(4)(d) of the *School Act* requires this Policy to indicate that the *Personal Information Protection Act* governs the disclosure of personal information by the Board.

Legal References:

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
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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)
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