

## Policy 18

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manâtisowin (manâcihitowin), nâkatohkâtitowin, (papiskîyimitowin), miywâyâwini kiskinohamâtôwikamikohk mîna atoskîwinihk

Respectful, Caring, and Safe Schools and Workplaces

KTCEA commits to creating schools and workplaces where everyone can contribute and develop their gifts in environments that are respectful, caring, and safe.

KTCEA expects employees, students, volunteers, parents, and all those who visit schools and facilities, to conduct themselves in a manner which promotes, respects, and values the unique strengths of all individuals.

KTCEA promotes a school and workplace culture in which each individual is treated with respect and dignity; feels safety and belonging, is valued, trusted, respected and involved and can engage in positive relationships with self, others, and the land.

KTCEA seeks to develop just, peaceful, school and work environments, in accordance with the Canadian Charter of Rights and Freedoms, the Alberta Human Rights Act, Occupational Health and Safety Act, community values of KTCEA First Nations and the United Nations Declaration on the Rights of Indigenous Peoples Article 14.2: "Indigenous individuals, particularly children, have the right to all levels and forms of education of the State without discrimination".

A respectful, safe and caring school learning environment is one that:

- 1. Is physically, emotionally, and psychologically safe.
- 2. Respects the uniqueness of each individual and their views, values and perspectives.
- 3. Demonstrates appropriate modelling by staff and students for appropriate conduct and misconduct, and
- 4. Supports clear and consistent expectations for behavior.

KTCEA takes a strong stand against all forms of harassment, bullying, and gossiping that may occur between students, staff, and a member of the general public.

KTCEA is committed and obligated to protect all students and staff from harassment, discrimination, and violence during KTCEA's school-related activities. All those involved with the Education Authority including Board members, employees, students, parents, volunteers, contractors, and visitors must share in the responsibility for elimination

bullying, discrimination, harassment and violence. The Board prohibits bullying, harassment, discrimination, and violence and expects allegations of such behaviours to be investigated in a timely and respectful manner.

This policy covers behavior not only at all schools, but also at any school-related functions. This applies whether contact is face-to-face, by phone, by technology, or by any other means of communication. Threatening, harassing, intimidating, or bullying, in any way, between any person within the school community; including aggressive behaviors such as "cyber"-bullying by any person with the school community, is prohibited.

The Board encourages reporting all incidents of harassment, bullying, discrimination, or violence regardless of the identity of the alleged harasser or offender.

The Board supports the establishment of student organizations and student-led activities that promote equality and non-discrimination of race, religious belief, colour, gender, gender identity, gender expression, physical disability, mental disability, family status or sexual orientation

Students are prohibited from engaging in unacceptable behaviour within schools or on any school or Board-related trips or activities. Examples of such activities include but are not limited to those defined in federal or provincial legislation, Board policies, Administrative Procedures, and in School Codes of Conduct.