



SAFE AND CARING SCHOOL POLICY, POLICY NO.1

Original Effective Date: April, 23, 2018
Original Approval Date: April 23, 2018
Reviewed Date: September 18, 2024
Board Approved Date: October 16, 2024

I. POLICY REQUIREMENTS

Board Responsibility

1. The River Valley School Society Board of Directors (“Board”) has the responsibility to ensure that each student enrolled in the River Valley School (“School”) 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.

Head of School or Designate Responsibility in accordance with the Education Act

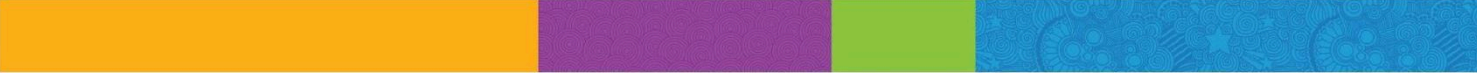
2. If one or more students attending a school operated by the Board request a staff member employed by the Board for support to establish a voluntary student organization, or to lead an activity (collectively the “Requested Activity”) intended to promote a welcoming, caring, respectful and safe learning environment that respects diversity and fosters a sense of belonging, the Head of School or Designate 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 in accordance with the Education Act

3. In accordance with the *Education Act*, 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 Head of School or Designate shall:
 - a. permit permission for the establishment of the student organization or the holding of the activity at the School, and

REFERENCES

- a) *Alberta Education Act, SA 2012, c E-0.3: as amended*
- b) *Alberta Bill of Rights, RSA 2000, c A-14: as amended*
- c) *Alberta Human Rights Act, RSA 2000, c A-25.5: as amended*
- e) *Alberta’s Personal Information Protection Act, SA 2003 c P-6.5, as amended*
- f) *Canadian Charter of Rights and Freedoms, Part 1 of the Constitution Act, 1982: as amended*

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- b. subject to section 5 (below), 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 Head of School or Designate.
 5. For greater certainty, the Head of School or Designate shall not prohibit or discourage students from choosing a name that includes “gay-straight alliance” or “queer-straight alliance”.
 6. The Head of School or Designate 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 Head of School or Designate is responsible for ensuring that notification, if any, respecting a voluntary student organization or an activity referred to in the *Education Act* is limited to the fact of the establishment of the organization or the holding of the activity.

Additional Legislative Mandated Head of School or Designate Responsibilities

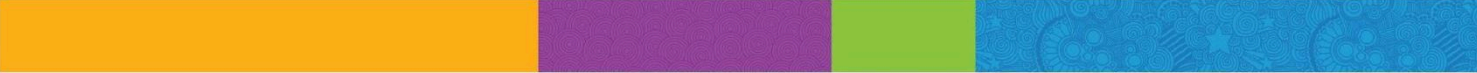
8. As legislatively mandated by the *Education Act*, the Head of School or Designate is responsible for ensuring that notification, if any, respecting a voluntary student organization or an activity referred to in the *Education Act*,
 - a. is limited to the fact of the establishment of the organization or the holding of the activity, and
 - b. is otherwise consistent with the usual practices relating to notifications of other students and activities.

Education Act Statutory Requirements

9. As legislatively mandated by the *Education Act*, this Policy and the Student Code of Conduct set out in this Policy (“Code of Conduct”):

REFERENCES

- a) *Alberta Education Act, SA 2012, c E-0.3: as amended*
- b) *Alberta Bill of Rights, RSA 2000, c A-14: as amended*
- c) *Alberta Human Rights Act, RSA 2000, c A-25.5: as amended*
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- 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

No other student-related code of conduct contradicts this Code of Conduct at the School.

10. As legislatively mandated by the *Education Act*, the Code of Conduct herein set out has the following purpose:

Consistent with our mission, vision and values, the School is committed to a safe, caring, respectful, inclusive, equitable, and welcoming learning and teaching environment for all students, staff and members of our community. All students, staff and members of our community have the right to learn and work in an environment free of discrimination, prejudice, and harassment.

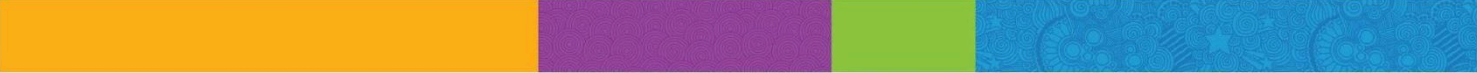
11. In order to ensure that students conduct themselves in an appropriate manner at all times, the students attending the School shall be subject to this Code of Conduct.

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;
- (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 the culture of the School;
- (viii) refrain from, report, and not tolerate bullying behaviour directed to others in the school, whether or not it occurs within the school building, during the school day, or by electronic means)

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- a. Activities that may constitute a violation of this Code of Conduct, but are not limited to, bullying whether in person during the school day, or by electronic means, physical harm or assault upon others, harassment, hazing, gang activities, weapons in the school, drug and alcohol use, and improper conduct on busses or on 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.

When a student engages in unacceptable behaviour, consequences may include, but are not limited to:

- (i) temporary assignment of a student to an alternate supervised area within the school; temporary assignment of a student to an alternate learning location;
 - (ii) short term removal of privileges including removal from school-related extra-curricular activities and/or groups;
 - (iii) interventions such as positive behaviour supports, contracts, counselling, restorative practices;
 - (iv) replacement or retribution for loss of or damage to property in-school or out-of-school suspension; and/or g. recommendation for expulsion.
- c. The School will 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. The *Education Act* requires this Policy to indicate that the Personal Information Protection Act governs the disclosure of personal information by the Board.

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