



<b>Policy:</b> Welcoming, Caring, Safe, and Respectful
<b>Revised:</b> November 23, 2023
<b>Approved by:</b> Board of Directors
<b>Applies to:</b> All Alberta Certified Teaching Staff, Administration, Students, Parents

Consistent with its mission and vision, Atlas Learning Academy School Board is committed to a welcoming, safe, caring, and respectful, learning and teaching environment for its students and staff that respects diversity and fosters a sense of belonging at the school.

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 Atlas Learning Academy shall review all requests and approve all Requested Activities that promote at the school a welcoming, caring, respectful and safe learning environment that respects diversity and fosters a sense of belonging.

After consultation with the principal, the students may select a respectful and inclusive name for the organization. Student organizations and activities approved by the school will be in alignment with the mission, vision, and core values of the school. The school, through the principal, shall approve all content, materials, or external participants for all school clubs, organizations, events, or activities.

The principal shall designate a staff member as the staff liaison for the Requested Activity. The principal shall immediately inform the board if no staff member is available, and if informed, the principal shall appoint a responsible adult to work with the students in organizing the Requested Activity.

**Legal Reference**

- Teaching Quality Standard
- Leadership Quality Standard
- *Education Act*, Sections 2, 16, 33(1)(d), 33(2), 35.1
- *Private Schools Regulation Section 13(4)*
- *Alberta Human Rights Act*,
- *Canadian Charter of Rights and Freedoms*

This Code of Conduct is written in the context of the *Alberta Human Rights Act* and Alberta's *Education Act*. As legislatively mandated by section 33(3)(d)(i) of the *Education Act*, as amended from time to time, the Code of Conduct herein set out has the following purpose:

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

### **Acceptable Conduct**

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 others;
- vii. contribute positively to the environment and culture of Atlas Learning Academy;
- viii. refrain from, report and not tolerate bullying or 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)

### **Unacceptable Conduct**

Unacceptable behaviours that may negatively affect a member of the Atlas Learning Academy community or the school's learning environment, whether in or outside of the school or school hours or electronically, include, but are not limited to:

- *Discrimination*. In keeping with the *Alberta Human Rights Act*, no student or person may discriminate against a student on the basis of an individual student's race, colour, ancestry, place of origin, religious beliefs, gender (including pregnancy, sexual harassment, and gender identity) physical disability, mental disability, marital status, family status, source of income or sexual orientation.
- *Acts of bullying, harassment or intimidation*. As defined by the School Act, Section 1.1(b.1) bullying is defined as the "repeated and hostile or demeaning behaviour by an individual in the school community where the behaviour is intended to cause harm, fear or distress to one more individual in the school community, including psychological harm or harm to an individual's reputation.
- Physical violence.
- *Acts of retribution* against an individual who has intervened to prevent bullying or informed about bullying or other unacceptable behavior.
- *Illegal activities* including, those involving illegal or restricted substances, possession or use or threat of use of weapons, and theft or damage to property.

Activities that may constitute a violation of this Code of Conduct include, 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 school, drug and alcohol use, and improper conduct on busses or on field trips.

Unacceptable behaviour may be grounds for disciplinary action, up to and including student expulsion in accordance with School procedure 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, Atlas Learning Academy 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 recommendation for expulsion.]

Atlas Learning Academy must ensure that support is provided for students who are impacted by inappropriate behaviour, as well as for students who engage in inappropriate behaviour.

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

This Code of Conduct shall be reviewed each school year.