

Issue Date	March 21, 2016
Revision Date	
Review Year	2020

Objective:

Students are better able to achieve success and a positive sense of self when schools are inclusive, welcoming, caring, respectful and safe. These environments support students in building healthy relationships with others, value diversity and demonstrate respect, empathy and compassion.

Responsibility:

The Board of Directors supports the establishment of student organizations and the arranging of student-led activities which are intended to support a welcoming, caring, respectful and safe learning environment that nurtures a sense of belonging, including but not limited to gay-straight alliances, diversity clubs, anti-racism clubs and anti-bullying clubs.

Regulation:

The Principals shall:

1. Provide students, staff and parents with a copy and electronic access to the publicly posted Student Code of Conduct.
2. Investigate all student complaints of bullying and discriminatory behavior in a timely, respectful manner with the primary goal of ending such behavior through restorative processes, strategies for addressing issues of dispute, or counselling and where deemed necessary, disciplinary action, including possible suspension or recommendation for expulsion.
3. Develop awareness in the school community that bullying is defined *as repeated and hostile or demeaning behavior by an individual in the school community where the behaviour is intended to cause harm, fear or distress to one or more individuals in the school community, including psychological harm to an individual's reputation.*
4. Support the Bullying Awareness and Prevention Week, the third (3rd) week of November.
5. Provide a designated restroom or changing area for any student who expresses a need or desire for increased privacy.
6. Support a student request to establish a voluntary student organization or to lead an activity which is intended to promote the desired safe learning environment that respects diversity and nurtures a sense of belonging by:
 - 6.1. Permitting the establishment of the student organization or the holding of the activity at the school;
 - 6.2. Designating a staff member to act as a liaison to facilitate the establishment, and the ongoing operation, of the student organization or to assist in organizing the activity;
 - 6.3. Facilitating students with the selection of a respectful and inclusive name for the organization, including the name "gay (or queer)-straight alliance."
 - 6.4. Informing the Superintendent immediately if no staff member is available to serve as the liaison.
7. The Superintendent shall inform the Board of Directors if no staff member is available to serve as the liaison and subsequently, the Superintendent will then appoint a responsible adult from the community.
8. Students can select for purchase and wear any uniform items on the website for their grade.

References:

The School Act

BP 6180 Sexual Orientation and Gender Identity