

24. Board Policy *Safe and Caring Schools*

Prairie Rose School Division is committed to creating and supporting workplace cultures and learning environments that nurture a sense of safety and belonging; where everyone feels valued and works together to achieve more than they thought possible.

The Board is also obligated to protect all students and staff from harassment, discrimination, and violence or threat thereof during the Division's school-related activities. All those involved with the Division including trustees, employees, students, parents, volunteers, contractors and visitors must share in the responsibility for eliminating bullying, discrimination, harassment, and violence. The Board prohibits bullying, harassment, discriminatory, and violent behaviors and expects allegations of such behaviors to be investigated in a timely and respectful manner.

Inclusion and a sense of belonging for all students and staff – those from diverse backgrounds, those with learning challenges, those who excel academically or on the sports field, those of different colour, race, sexual orientation or beliefs, stems from creating an environment that focuses on our right to learn. Diversity in our people is a strength that cannot be emulated, and we are committed to creating equitable opportunities for everyone and cultivating environments that inspire people to show up as their best selves.

PRPS is connected to many communities and the Board acknowledges that the health and wellbeing of our communities can be measured by the extent to which all of its members experience a sense of belonging and have access to and benefit from the opportunities available.

Specifically

1. The Board acknowledges its responsibility to ensure welcoming, caring, respectful and safe learning environments for all students and staff. It recognizes the importance of students' and staffs' emotional, social, intellectual and physical wellness to their success in school and expects students to adhere to the Division Code of Conduct and schools' codes of conduct.
2. The Board expects all trustees, employees, students, parents, volunteers, visitors, and contractors to embrace and support this policy.
3. This policy covers behavior not only at Prairie Rose schools, but also at any school-related functions. This applies whether contact is face-to-face, via social media, text, communication apps or by any other means of communication and includes but is not limited to threatening, harassing, intimidating, assaulting or bullying, in any way, any person within the school community including aggressive behaviors such as "cyber" hate messaging and websites created in the student's home, or other settings.
4. The Board encourages reporting to a responsible adult all incidents of threats, bullying, harassment, violence or intimidation regardless of the identity of the alleged harasser or offender.

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5. The Board supports the establishment of student organizations and student-led activities that promote equality and non-discrimination.

a) When an external organization or party is to present to a school club on a topic relating primarily and explicitly to gender identity, sexual orientation or human sexuality, the external organization or party itself and any materials it is to provide or use will require prior approval by the Minister.

Legal Reference: Section 8, 31, 33, 35, 35.1, 36, 37, 41, 51, 52, 53, 222 Education Act

Alberta Bill of Rights

Alberta Human Rights Act

Occupational Health and Safety Act

Teaching Profession Act

Ministerial Order 030/2025

Superintendent Leadership Quality Standard

Canadian Charter of Rights and Freedoms

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