

PARKLAND SCHOOL WELCOMING, CARING, RESPECTFUL AND SAFE LEARNING ENVIRONMENT POLICY



November 2025

Students, parents and school authorities have the responsibility of ensuring that the educational facility is a welcoming, caring, respectful and safe learning environment where the diversity, sense of belonging and positive sense of self is accepted and nurtured by all. It is with this purpose that we recognize when students are in this environment, they are more likely to develop a sense of community, purpose, identity, and will be more likely to learn and succeed. A school which supports the social-emotional development of their students will produce learners who exhibit connection and growth which in turn will instill security and improved self determination.

Board Responsibility

The Parkland Community Living and Supports Society Board has the responsibility to ensure that each student enrolled at Parkland 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.

Principal Responsibility

If one or more students request a staff member 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 Principal shall ensure that the requested activity promotes a welcoming, caring, respectful and safe learning environment that respects diversity and fosters a sense of belonging while respecting the privacy and wishes of individuals participating in voluntary organizations or activities.

Student Organizations at the School

1. If one or more students attending the School request a staff member 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 Principal shall:
 - (a) immediately permit permission for the establishment of the student organization or the holding of the activity at the School, and
 - (b) within a reasonable time from the date that the request is received, 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.
2. 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 Principal. For greater certainty, the Principal shall not prohibit or discourage students from choosing a name that includes "gay-straight alliance" or "queer-straight alliance".

3. The Principal shall immediately inform the Board and the Minister of Education if no staff member is available to serve as a staff liaison 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.
4. The Principal is responsible for ensuring that notification, if any, respecting a voluntary student organization or an activity is limited to the fact of the establishment of the organization or the holding of the activity and that it is otherwise consistent with the usual practices relating to notifications of other students.

Standards for School Library Materials

We provide transparency around selecting and managing learning and teaching resources. The list of approved school library collections is found on our website and updated annually.

Education Act Statutory Requirements

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

1. 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;
2. 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.

Student Code of Conduct

The Code of Conduct herein set out has the following purpose and no other student related code of conduct contradicts this Code of Conduct:

1. The Board and Principal expects that each student’s conduct contributes to a welcoming, caring, respectful and safe learning environment that respects diversity and fosters a sense of belonging.
2. The Board and Principal believe that all students have the right to:
 - be treated fairly, equitably, and with dignity and respect;
 - have their confidentiality protected and respected;
 - self-identification and determination;
 - freedom of conscience, expression, and association;
 - be fully included and represented in an inclusive, positive, and respectful manner by all school personnel;
 - have equitable access to the same supports, services, and protections provided to heterosexual students and their families;

- have avenues of recourse (without fear of reprisal) available to them when they are victims of harassment, prejudice, discrimination, intimidation, bullying, and/or violence; and
 - have their unique identities, families, cultures, and communities included, valued and respected within the school environment.
3. In order to ensure that students conduct themselves in an appropriate manner at all times and shall, to the best of their abilities, 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 the School;
 - viii. refrain from, report and not tolerate bullying or bullying behavior directed towards others in the school, whether or not it occurs within the school building, during the school day, or by electronic means;
4. Activities that may constitute a violation of this Code of Conduct include, but are not limited to, physical harm or assault upon others, harassment, hazing, gang activities, weapons in school, drug and alcohol use, and improper conduct on buses or on field trips.
5. Unacceptable behavior, whether or not the behavior occurs within the school building, during the school day or by electronic means, may be grounds for disciplinary action. This 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 behavior, the school shall also consider a student's age, maturity, cognitive ability, 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 behavior.

Parkland School is committed to implementing measures that will:

- Define appropriate expectations, behaviors, language, and actions in order to prevent discrimination, prejudice, and harassment through greater awareness of, and responsiveness to, their harmful effects.
- Ensure that all such discriminatory behaviors and complaints will be taken seriously, documented, and dealt with expeditiously and effectively through consistently applied policy and procedures.

- Develop, implement, and evaluate administrative guidelines to ensure that minorities including gender minorities and their families are treated with respect and dignity in all aspects of the school community.

When a student engages in unacceptable behavior, the Principal will:

- investigate each instance and pursue disciplinary action in a manner consistent with the school's student suspension and expulsion policy if necessary;
 - take into account and carefully consider the special circumstances of the situation when determining appropriate consequences (for example: any special needs including physical, intellectual, behavioral, communicational, trauma-based, etc.);
 - will engage in reasonable and caring efforts to support both the individual who may have been the victim of unacceptable behavior and to support the perpetrators of unacceptable conduct to improve their behavior through mentoring, restorative processes and/or counselling.
6. This Code of Conduct shall be made publicly available on the School website and shall be provided to all staff, students, and parents.
 7. This Code of Conduct shall be reviewed every year.


This Policy maintains that the Personal Information Protection Act governs the disclosure of personal information, and that Parkland School respects the privacy and wishes of the individual students participating in a voluntary student organization or activity. Parkland School has a designated privacy officer (Personal Information Protection Act - PIPA) to ensure that personal information is handled appropriately.

References:

- Teacher Quality Standard
- Leadership Quality Standard
- Education Act
- Independent Schools Regulation
- Guide To Education
- Alberta Human Rights Act
- Canadian Charter of Rights and Freedoms
- Positive Behavior Supports
- Safe and Caring Schools
- Parkland School Suspension and Expulsion Policy

The Principal reviewed on:

DATE: Nov. 19 / 25

SIGNED: 
PRINCIPAL

The Board approved on:

DATE: Nov 27 / 25

SIGNED: 
BOARD CHAIRMAN

DATE OF NEXT REVIEW: February 2027

June 30, 2018
Revised June/2021
Revised Dec/2022
Revised Jan/2023
Revised Feb/2024/2025
Revised Nov/2025

