

 <p>Janus Academy</p>	Welcoming, Caring, Respectful and Safe Teaching and Learning Policy	Policy # 04 - 022
	All locations	SECTION: Students
	Legislation References in this policy: <i>School Act, especially Sections 2, 3, and 16.1</i> <i>Alberta Human Rights Act;</i> <i>Canadian Charter of Rights and Freedoms; and,</i> <i>Article 5 of the United Nations Convention on the Rights of the Child (1990)</i>	

POLICY

This policy will apply to the Janus Academy at all locations.

1. Policy Statement

Consistent with its mission and vision, the Janus Academy Society Board is committed to a safe, caring, respectful, inclusive, equitable, and welcoming learning and teaching environment for all students. This environment shall be one that recognizes and respects student diversity, equity of learning opportunity for all students, respect for human rights, and that fosters a sense of belonging of all students within a respectful school community.

This policy recognizes that all students have the right to learn and work in an environment free of discrimination, prejudice, and harassment. This right is guaranteed under the

- *Canadian Charter of Rights and Freedoms;*
- The *Alberta Human Rights Act*, as amended June 19, 2017, which includes the right not to be discriminated against by reason of race, national origin, colour, religion or gender identity or gender expression.
- The *School Act* also provides as a fundamental right the “right of parents to make informed decisions respecting the education of their children;” and,
- Requirements of the *School Act* (and upon Proclamation the *Education Act*,) that provide for measures that support the equality and non-discrimination of students who may belong to minority groups, and/or sexual orientation or expression minorities.

2. Purpose of the Policy

Janus Academy Society Board supports the ongoing growth of inclusive communities by involving our parents, staff, students, and school community in a wide range of opportunities to learn about, support and be part of the diversity that reflects our society. In this way the school can focus on building true inclusion and support for its students.

This policy does not define one set of human needs as greater than another. This school policy supports and respects the individuality of all students and aims create a positive and supportive environment focused on providing the best possible learning opportunity for each student.

Janus Academy Society Board believes that all students have the right to:

- be treated fairly, equitably, and with dignity and respect;
- have matters of confidentiality dealt with in a respectful and careful manner;
- freedom of conscience, expression, and association;
- be welcomed in a positive, and respectful manner by all school personnel;
- have access to appropriate supports, services, and protections
- have avenues of recourse (without fear of reprisal) available to them when they are victims of harassment, intimidation, bullying, and/or violence;

3 Support School Organizations and Activities

Janus Academy Society Board will promote a welcoming, caring and respectful, safe learning environment that respects diversity, and fosters a sense of belonging.

When a student request for assistance, support, and/or an accommodation is received, the school, through the Principal and Executive Director, will respond in a caring, respectful and timely manner.

All student organizations and activities approved by the school will support the mission, vision and core values of the school and will seek to strengthen every aspect of the school’s objectives. All student organizations and activities will be permeated in a manner consistent with the vision, mission, and programming of the school.

At time of writing, Janus Academy does not have any existing student associations, alliances or groups.

PROCEDURE

Students that wish to establish a student alliance or group will make the request to the Principal of the Janus Academy, verbally or in writing, outlining the purpose for the group/association.

The Principal will review the request with the Executive Director and the Program Director of the applicable Janus Academy campus and will recommend a staff member as the advisor to the group/association.

Meetings of such group or association must take place during normal school hours of 8:00 am to 4:30 pm, during the regular school year.

HISTORY

Approval Date: July 29, 2018

Effective Date: July 29, 2018

Board Chair Signature