



## **1.0 POLICY**

- 1.1 The Board believes in the importance of, and is committed to, establishing and maintaining a welcoming, caring, respectful and safe working and learning environment that respects diversity and fosters a sense of belonging.
- 1.2 The Board believes that each student and staff member has the right to learn and work in an environment that respects: equity, diversity, inclusion, and human rights.
- 1.3 The Board believes all members of the school community share in the responsibility to recognize and respect: equity, diversity, inclusion and human rights.

## **2.0 GUIDELINES**

- 2.1 The Board requires all Sturgeon schools to establish and maintain a welcoming, caring, respectful and safe learning and working environment that respects diversity and fosters a sense of belonging for all students and staff and requires schools to implement programs and/or strategies which support equity, diversity, inclusion and human rights.
- 2.2 The principal shall, in consultation with students, staff and parents, establish and maintain practices and procedures which respect diversity and provide for equity, inclusion and human rights.
- 2.3 Each school principal shall establish and maintain a written student code of conduct that is consistent with the goals of this policy.
- 2.4 For the purposes of this policy equity, diversity, and inclusion are defined as:

**Equity:** A condition or state of fair, inclusive, and respectful treatment of all people. Equity means treating people in ways that take individual differences into consideration.

**Diversity:** The presence of a wide range of human qualities and attributes within a group, organization, or society. The dimensions of diversity include, but are not limited to, ancestry, culture, ethnicity, gender, gender identity, language, physical and intellectual ability, race, religion, sexual orientation, and socio-economic status.

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References: *Policy D/III/2 - Sexual Orientation, Gender Identity and Gender Expression*  
*Policy E/I/11 – Harassment Policy*  
*Policy F/IV/7 – Student Conduct*  
*Admin Practice ES23 – Equity, Diversity, Inclusion and Human Rights*  
*The School Act: Section 4*  
*Bill 10*  
*Vision, Mission and Values Statement*  
*Canadian Charter of Rights and Freedoms*  
*Alberta Human Rights Act*  
*Guidelines for Best Practices: Alberta Government*

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**Inclusion:** is based on the principles of acceptance and welcoming of all students. Students see themselves reflected in their studies, their physical surroundings, and the broader environment, in which all individuals are honoured and diversity is respected.

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