



Date: August 27, 2025 **Agenda Item:** 7.3

To: Board of Trustees

From: Shawna Warren, Superintendent

Originator(s): Committee of the Whole
Shawna Warren, Superintendent

Subject: **Policy 19: Welcoming, Caring, Respectful, Inclusive, Safe and Healthy Environments**

Recommended Motion:

THAT the Board of Trustees approve recommended changes to Board *Policy 19: Welcoming, Caring, Respectful, Inclusive, Safe and Healthy Environments*, as presented at the August 27, 2025, Public Board meeting.

Background:

Policy 19: Welcoming, Caring, Respectful, Inclusive, Safe and Healthy Environments has been reviewed and updated to reflect recent changes to the *Education Act, 2025 (formerly Bill 27 and Bill 29)*. These legislative amendments come into effect on September 1, 2025 and require school divisions to ensure their local policies are consistent with updated provincial legislation.

The revised policy maintains the Board's commitment to supporting the rights, safety and well-being of students and staff regardless of their sexual orientation, gender identity or gender expression. Updates were made to ensure that the policy is aligned with the new legislation and that it accurately reflects the Board's obligations under provincial law.

Status & Relationship to Superintendent Leadership Quality Standard (SLQS):

This report aligns with the [SLQS](#) in the following way:

COMPETENCY:
INDICATORS:

- (1) Building Effective Relationships
 - a. collaborating with community and provincial agencies to address the needs of students and their families;
 - d. modeling ethical leadership practices, based on integrity and objectivity;
 - e. establishing constructive relationships with students, staff, school councils, parents/guardians, employee organizations, the education ministry and other stakeholder organizations; and
 - f. facilitating the meaningful participation of members of the school community and local community in decision-making.

COMPETENCY: (4) Leading Learning
INDICATORS: a. fostering in the school community equality and respect with regard to rights as provided for in the Alberta Human Rights Act and the Canadian Charter of Rights and Freedoms; and
b. providing learning opportunities, based on research informed principles of effective teaching, learning and leadership, to support building the capacity of all members of the school community to fulfill their educational roles.

COMPETENCY: (7) Supporting Effective Governance
INDICATORS: b. ensuring that all students and staff are provided with a welcoming, caring, respectful and safe learning environment that respects diversity and fosters a sense of belonging; and
g. implementing board policies and supporting the regular review and evaluation of their impact.

Governance Implications:

Education Act

Board responsibilities

33(1) A board, as a partner in education, has the responsibility to

- (d) ensure that each student enrolled in a school operated by the board 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

Responsibilities re parental notification and consent for preferred name and pronouns

33.2(1) In this section, “new preferred name or pronouns” means a name or pronouns that

- (a) vary from the name or pronouns that teachers, teacher leaders and other school staff have regularly used when referring to the student, and
- (b) the student prefers for reasons related to the student’s gender identity.

Board Procedures Regulation

Policies and procedures

4 The board must

- (a) establish policies and procedures governing the conduct of meetings of the board and the administration and business of the board, and
- (b) monitor and evaluate the effectiveness of the established policies and procedures on a regular basis.

Board Policy 2: Role of the Board

Governance and Organization



26. Develop, approve and monitor the implementation of policies to guide the Division and the Board.

28. Monitor the development, revision and implementation of policy

Administration is prepared to respond to questions at the August 27, 2025, Public Board meeting.

Attachment(s) and/or link(s):

1. Policy 19: Welcoming, Caring, Respectful, Inclusive, Safe and Healthy Environments - Clean Copy
2. Policy 19: Welcoming, Caring, Respectful, Inclusive, Safe and Healthy Environments - Tracked Changes

Policy 19: Welcoming, Caring, Respectful, Inclusive, Safe and Healthy Environments

POLICY

The Board is committed to establishing and maintaining a welcoming, caring, respectful, inclusive, equitable, safe and healthy learning and working environment that respects diversity and fosters a sense of belonging. This policy fulfills the Board's obligations under the Education Act, the Alberta Human Rights Act and other applicable legislation.

The Board believes that all members of the school community, including students, staff members, and community members, have the right to learn, work, participate in school-related activities and volunteer in environments that respect: equity, diversity, inclusion and human rights. Such environments create the conditions where everyone can prosper.

The Board believes all members of the school community deserve opportunities to connect to their culture. Sturgeon Public School Division celebrates the diversity of our students and communities and is committed to collaborating with community and cultural leaders to build and promote cultural connections.

The Board is committed to providing environments that support the positive mental health of students and staff and reflect research informed practices related to trauma sensitivity and strength-based approaches to teaching and learning.

The Board believes it is the collective responsibility of all those involved with the Division to create and maintain positive cultures in our schools and workplaces. As such, the Board is committed to providing environments free from harassment, bullying, discrimination and violence.

Definitions:

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.

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 honored and diversity is respected.

SCOPE

This policy applies to all members of the school community, including but not limited to:

- Trustees
- Division employees
- Students
- Parents/guardians
- Volunteers
- Contractors and service providers
- Visitors

This policy applies:

- On all Division-operated premises
- At all school-related functions and activities, whether on or off Division property
- To all means of communication, including verbal, written, telephone, email, internet, intranet, and social media interactions
- To off-campus and online conduct (including cyberbullying) where such conduct impacts the school environment or school-related activities.

References:

[Policy 1: Vision, Mission and Values](#)

[Policy 20: Sexual Orientation and Gender Identities](#)

[Policy 21: Student Conduct and Discipline](#)

[Administrative Procedure 711: Welcoming Inclusive, Safe and Healthy Environments](#)

[Administrative Procedure 717: Workplace Violence and Harassment](#)

[Administrative Procedure 831: Religious Education and Instruction](#)

Education Act: Sections 8, 16, 31, 32, 33, 35, 35.1, 36, 37, 41, 51, 52, 53

Canadian Charter of Rights and Freedoms

Alberta Human Rights Act

[Access to Information Act \(ATIA\)](#)

Access to Information Act Regulation 133/2025

Guidelines for Best Practices: Alberta Government (2016)

Occupational Health and Safety Act

Ministerial Order 030/2025

History

2019 Apr 24 Initial Approval

2020 Jan 29 Reviewed

2021 Oct 27 Reviewed

2022 Jun 22 Amended

2023 Apr 26 Amended

2024 Mar 20 Amended

2025 Aug 27 Amended

Policy 19: Welcoming, Caring, Respectful, Inclusive, Safe and Healthy Environments - **Tracked**

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References:

Policy 1: Vision, Mission and Values

Policy 20: Sexual Orientation and Gender Identities

Policy 21: Student Conduct and Discipline

Administrative Procedure 711: Employee Conduct – Welcoming Inclusive, Safe and Healthy Environments

Administrative Procedure 717: Workplace Violence and Harassment

Administrative Procedure 831: Religious Education and Instruction

Education Act: Sections 8, 16, 31, 32, 33, 35, 35.1, 36, 37, 41, 51, 52, 53

~~Vision, Mission and Values Statement~~

Canadian Charter of Rights and Freedoms

Alberta Human Rights Act

~~Freedom of Information and Protection of Privacy Act~~

Access to Information Act (ATIA)

Access to Information Act Regulation 133/2025

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