



Webber Academy

Welcoming, Caring, Respectful, and Safe Learning Environment

School Mission Statement

“To prepare students to thrive in university and beyond...”

The Webber Academy Board of Directors is committed to provide a safe, caring, respectful, inclusive, equitable, and welcoming learning environment for all members of our community and student population.

I. POLICY REQUIREMENTS

Board Responsibility

1. The Webber Academy Board of Directors has the responsibility to ensure that each student enrolled in Webber Academy (collectively the “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 in accordance with section 16.1(1) of the School Act

2. If one or more students attending a school operated by the Board request a staff member employed by the Board for support to establish a voluntary student organization, or to lead an activity (collectively the “Requested Activity”) intended to promote a welcoming, caring, respectful and safe learning environment that respects diversity and fosters a sense of belonging, the principal of the School shall, in addition to the other duties set out in this Policy, ensure that the Requested Activity promotes at the School a welcoming, caring, respectful and safe learning environment that respects diversity and fosters a sense of belonging.

Board Responsibility in relation to Student Organizations at the School under s. 16.1 of the School Act

3. In accordance with section 45.1(4)(b) of the *School Act* which legislatively mandates the Board to include the text of section 16.1(1), (3), (3.1), (4), and (6)” of the *School Act* in this Policy, if one or more students attending the School request a staff member employed by the Board 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 School principal shall:
 - (a) immediately permit permission for the establishment of the student organization or the holding of the activity at the School; and
 - (b) subject to section 5 (below), within a reasonable time from the date that the principal receives the request 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.
4. 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.
5. For greater certainty, the principal shall not prohibit or discourage students from choosing a name that includes “gay-straight alliance” or “queer-straight alliance”.

6. The principal shall immediately inform the Board and the Minister of Education (“Minister”) if no staff member is available to serve as a staff liaison referred to above at subsection 3(b) 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.
7. The principal is responsible for ensuring that notification, if any, respecting a voluntary student organization or an activity referred to in section 16.1 (1) of the *School Act* is limited to the fact of the establishment of the organization or the holding of the activity.

Additional Legislatively Mandated Principal Responsibilities

8. As legislatively mandated by section 45.1(4)(c) of the *School Act*, the principal is responsible for ensuring that notification, if any, respecting a voluntary student organization or an activity referred to in section 16.1(1) of the *School Act*:
 - (a) is limited to the fact of the establishment of the organization or the holding of the activity; and
 - (b) is otherwise consistent with the usual practices relating to notifications of other students.

Section 45.1(3) School Act Statutory Requirements

9. As legislatively mandated in section 45.1(3) of the *School Act*, this Policy and the Student Code of Conduct set out in this Policy (“Code of Conduct”):
 - (a) 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;
 - (b) 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.

II. WEBBER ACADEMY CODE OF CONDUCT

At Webber Academy, we believe in helping children acquire self-discipline by giving them firm, clear guidelines and expecting them to become increasingly responsible for themselves. Our Code of Conduct reflects that belief.

10. As legislatively mandated by section 45.1(5) of the *School Act*, the Code of Conduct herein set out has the following purpose:
 - (a) To provide all students with a welcome, caring, respectful, and safe learning environment.
 - (b) To establish a reasonable and caring balance between individual and collective rights.
 - (c) To ensure that our policies and practices support our principles of treating all students fairly, equally, and in such a manner that respects the inherent dignity of all.
11. In order to ensure that students conduct themselves in an appropriate manner at all times, the students attending the School shall be subject to this Code of Conduct.
12. Students shall 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 the rights of others.
- vii. Ensure that they contribute positively to the environment and culture of the School.
- viii. Refrain from, report and not tolerate bullying or bullying behaviour directed to others in the school, whether or not it occurs within the school building, during the school day, or by electronic means).

Unacceptable Conduct

Students are accountable for their behaviour whether or not it occurs on school property or within the school day. When behaviour that occurs off school property or outside of regular school hours threatens the safety or well-being of individual within the school community or disrupts the learning environment, school administrators may apply consequences for the behaviour.

Examples of unacceptable conduct includes, but are not limited to:

- i. Any actions contrary to the student code of conduct.
- ii. Behaviours that interfere with the learning of others.
- iii. Behaviours that disrupt Webber Academy's safe, caring, and respectful school environment.
- iv. Discrimination. In keeping with the *Alberta Human Rights Act*, no student or person may discriminate against a student on the basis of an individual student's race, colour, ancestry, place of origin, religious beliefs, gender (including sexual harassment, and gender identity) physical disability, mental disability, marital status, family status, source of income or sexual orientation.
- v. Acts of bullying, harassment or intimidation. As defined by the *School Act*, Section 1.1(b.1) bullying is defined as the "repeated and hostile or demeaning behaviour by an individual in the school community where the behaviour is intended to cause harm, fear or distress to one more individuals in the school community, including psychological harm or harm to an individual's reputation."
- vi. Acts of retribution against an individual who has intervened to prevent bullying or informed about bullying or other unacceptable behavior.
- vii. Physical violence.
- viii. Possession, use or distribution of illegal substances, items or images.
- ix. Any illegal activity.

13. Activities that may constitute a violation of this Code of Conduct include, but are not limited to, bullying whether in person during the school day or by electronic means, threats or physical harm or assault upon others, harassment, hazing, gang activities, weapons in school, drug and alcohol use, and improper conduct on busses or on field trips.

14. Unacceptable behaviour may be grounds for disciplinary action, and 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.

15. In the assessment of the potential consequences of unacceptable behaviour, the School shall also consider a student's age, maturity, 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 behaviour.

16. When a student engages in unacceptable behaviour, consequences may include, but are not limited to:
 - i. Temporary assignment of a student to an alternate supervised area within the school.
 - ii. Temporary assignment of a student to an alternate learning location.
 - iii. Short term removal of privileges including removal from school-related extracurricular activities and/or groups.
 - iv. Interventions such as positive behaviour supports, contracts, counselling, restorative practices.
 - v. Replacement or retribution for loss of or damage to property in-school or out-of-school suspension.
 - vi. Recommendation for expulsion.
17. The School must ensure that support is provided for students who are impacted by inappropriate behaviour, as well as for students who engage in inappropriate behaviour.
18. This Code of Conduct shall be made publically available on the School website and shall be provided to all staff, students, and parents.
19. This Code of Conduct shall be reviewed each school year.
20. Section 45.1(4)(d) of the *School Act* requires this Policy to indicate that the Personal Information Protection Act governs the disclosure of personal information by the Board.