



EFFECTIVE:

REVISED:

REVIEW:

1.0 POLICY

- 1.1 The Board believes in the importance of, and is committed to, establishing and maintaining a safe and positive working and learning environment for all students and employees.
- 1.2 The Board believes that each student and staff member has the right to learn and work in an environment that promotes: equity, diversity and inclusion.
- 1.3 The Board believes all members of the school community share in the responsibility to promote: equity, diversity and inclusion.

2.0 GUIDELINES

- 2.1 The Board requires all Sturgeon schools to provide inclusive, respectful and welcoming working and learning environments for all students and staff and requires schools to implement programs and/or strategies which support equity, diversity and inclusion.
- 2.2 The principal shall, in consultation with students, staff and parents, establish and maintain practices and procedures which provide for equity, diversity and inclusion.
- 2.3 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.

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

References: *Policy D/III/2 - Sexual Orientation and Gender Identity*
Policy E/I/11 – Harassment Policy
Admin Practice ES23 - Sexual Orientation and Gender Identity (in development)
The School Act: Section 4
Bill 10
Vision, Mission and Values Statement
Canadian Charter of Rights and Freedoms
Alberta Human Rights Act
