

<p><i>Policy Manual</i></p> <p>PAGE: 3 of 4</p>	<p>Policy 20 TITLE: Welcoming, Caring, Respectful and Safe Working and Learning Environments</p> <p>APPROVED: March 8, 2016 AMENDED/REVIEWED: DRAFT REVIEW MAY 8, 2018; June 25, 2018; August 21, 2018</p>
<p>LEGAL REFERENCE: School Act 2000, Sec. 45 (1); Alberta Human Rights Act; Canadian Charter of Rights and Freedoms; Administrative Procedures 170, 171, 359; Workers Compensation Act; Canadian Human Rights Act; Occupational Health & Safety Act</p>	

7. 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.
 - 7.1 For greater certainty, the Principal shall not prohibit or discourage students from choosing a name that includes “gay-straight alliance” or “queer-straight alliance”.
8. The Principal shall immediately inform District Administration, and subsequently the Board and the Minister, if no staff member is available to serve as a staff liaison referred to in subsection (6). 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.
9. The Principal is responsible for ensuring that notification, if any, respecting a voluntary student organization or an activity referred to in subsection (6) is limited to the fact of the establishment of the organization or the holding of the activity, and is otherwise consistent with the usual practices relating to notifications of other student organizations and activities.
10. As a public body, Grande Prairie Public School District is bound by the provisions of the *Freedom of Information and Protection of Privacy Act*. Any disclosure of personal information is done in accordance with that Act.
11. The Board believes parents are critical partners in a child’s learning and as such, individual parental involvement supporting students of diverse gender identities is highly encouraged where appropriate and where the student consents.

Definitions

Harassment: Unwelcome, discriminatory conduct or behaviour, or verbal or physical conduct, that focuses on the protected areas of Human Rights Legislation. Harassment includes conduct that disparages, humiliates, or harms another person. It may involve abuse of authority but does not include the legitimate exercise of an individual’s positional authority. Harassment may undermine another individual’s personal dignity by causing embarrassment, discomfort, humiliation, and may interfere with an individual’s work performance by creating an intimidating or hostile work or learning environment. Harassment can stem from the actions of an individual or those of a group purporting certain unacceptable opinions or actions. The behaviour giving rise to a complaint is typically intentional in order to be considered harassment. This behaviour is often repeated; however, there may be instances of a singular vexatious event that may be

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considered harassment. The expectation is that the offender ought to reasonably know that the behaviour is offensive and unwelcome. Any member of the District who believes he/she has been subjected to harassment is encouraged to make it known to the harasser that the behaviour is offensive and contrary to this Board Policy.

Discrimination: The abusive, unfair, or demeaning treatment of a person or group of persons that focuses on the protected areas of Human Right legislation, when such treatment has the effect or purpose of unreasonably interfering with that person's or group's status or performance, or of creating a hostile or intimidating educational environment

Bullying: A conscious, willful, deliberate, repeated and hostile activity marked by an imbalance of power, intent to harm and/or threat of aggression.