

# ***Fort McMurray Catholic Schools Operating Policies and Procedures***

## **OP 333 – Safe and Caring Inclusive Environments**

### **Policy**

All students regardless of disability, race, creed, culture, nationality, religion, sexual or gender orientation, gender identity and gender expression are to be treated with respect and dignity.

### **Background:**

The Catholic Board of Trustees believes, and is called by vocation to provide all students with a welcoming, loving, respectful, safe and inclusive learning environment. We are called by God, Our Father, Jesus, his Son, to “Love one another as I have loved you.”

### **Procedures:**

1. All staff of Fort McMurray Catholic Schools will act and teach as Jesus would do, rejecting and confronting behaviours that cause harm to the student, physically, verbally or by action, based on their disability, race, creed, culture, nationality, religion, sexual or gender orientation, gender identity and gender expression.
2. The Principal, as the school leader, operating within a Catholic framework, is responsible for promoting/maintaining a safe and caring inclusive environment for all students regardless of their disability, race, creed, culture, nationality, religion, sexual or gender orientation, gender identity and gender expression.
3. The Principal in conjunction with the Superintendent will support student groups of interest in accordance with Section 16.1 of the School Act.
4. The Principal will ensure that the formation of any group will have a staff advisor assigned to the group.
5. The staff advisor and group members, through a collaborative team approach, will promote inclusivity in the school through a variety of projects/activities that promotes critical consciousness, respect, understanding, care and love for all.

6. The Principal will ensure that any self-identified transgender student will have access to a non-gendered washroom and private change room facilities.
7. The Principal is responsible to ensure that all staff, students and families are aware of and clearly understand this policy.
8. The Fort McMurray Catholic Board of Education will fulfil all legal obligations under Sections 16.1 and 45.1 of the School Act.

<p><b>References:</b></p> <ul style="list-style-type: none"> <li>• Alberta School Act: Sections 16.1 and 45.1(1)</li> <li>• “Guideline for Best Practices: Creating Learning Environments That Respect Diverse Sexual Orientations, Gender Identities and Gender Expressions.” Government of Alberta.</li> <li>• “A Pastoral Approach to Supporting and Guiding Students in Inclusive Communities – Gender Identity and Expression”. Council of Catholic School Superintendents of Alberta.</li> <li>• “LIFE Framework – Lived Inclusion For Everyone”. Council of Catholic School Superintendents of Alberta.</li> <li>• Supporting Transgender and Transexual Students in K-12 Schools “A Guide for Educators”. Canadian Teachers Federation.</li> <li>•</li> </ul>	<p><b>Approved by Board:</b></p> <p><b>March 21, 2016</b></p>
<p><b>Cross References:</b></p> <ul style="list-style-type: none"> <li>• OP 102, 108, 201, 330.</li> <li>• FMCS D Core Values, “A Call to Discipleship”</li> <li>• FMCS D “Student Discipline and Discipleship”.</li> </ul>	<p><b>Revisions:</b></p>