



## **Welcoming, Caring Respectful and Safe Policy Including Code of Conduct**

Consistent with its mission and vision, the Al Fajr Academy Board is committed to a welcoming, safe, caring, and respectful, learning and teaching environment for its students and staff that respects diversity and fosters a sense of belonging at the school.

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 review all requests and approve all Requested Activities that promote at the School a welcoming, caring, respectful and safe learning environment that respects diversity and fosters a sense of belonging.

After consultation with the principal, the students may select a respectful and inclusive name for the organization. Student organizations and activities approved by the school will be in alignment with the mission, vision, and core values of the school. The school, through the principal, shall approve all content, materials, or external participants for all school clubs, organizations, events, or activities.

The principal shall designate a staff member as the staff liaison for the Requested Activity. The principal shall immediately inform the board and the Minister if no staff member is available, and if informed, the Minister shall appoint a responsible adult to work with the students in organizing the Requested Activity.

### **Legal Reference**

- Teaching Quality Standard
- Leadership Quality Standard



- Education Act, Sections 2, 16, 33(1)(d), 33(2), 35.1
- Private Schools Regulation Section 13(4)
- Alberta Human Rights Act;
- Canadian Charter of Rights and Freedoms;

Administrative Procedure \_\_\_\_\_ Student Code of Conduct

Confirm that no other student-related Code of Conduct contradicts this Code of Conduct.

This Code of Conduct is written in the context of the Alberta Human Rights Act and Alberta's Education Act. As legislatively mandated by section 33(3)(d)(i) of the Education Act, as amended from time to time, the Code of Conduct herein set out has the following purpose: to serve as a compass guiding our community towards the realization of a welcoming, caring, respectful, and safe learning environment. By adhering to these principles, we are confident that our school will continue to be a place where individuals thrive intellectually, emotionally, and socially, contributing to a brighter and more inclusive future for all.

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.

Students shall conduct themselves 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 others. vii. 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 it occurs within the school building, during the school day, or by electronic means)

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, 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.

Unacceptable behaviour may be grounds for disciplinary action, up to and including student expulsion in accordance with School procedure 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.

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.

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.
- temporary assignment of a student to an alternate learning location.
- ii. short term removal of privileges including removal from school-related extra-curricular activities and/or groups.
- iii. interventions such as positive behaviour supports, contracts, counselling, restorative practices.



iv. replacement or retribution for loss of or damage to property in-school or out-of-school suspension; and/or recommendation for expulsion.

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.

Effective Date 08/15/2024

Review Date 08/14/2027