

What is discrimination?

Discrimination means treating people differently, negatively or adversely because of race, religious beliefs, colour, physical or mental disability, gender, marital status, sexual orientation, age, ancestry, place of origin, source of income or family status.

What is harassment?

Harassment, one form of discrimination, is unwanted physical or verbal conduct that is offensive in nature, and that detrimentally affects the work or school environment or leads to adverse job-related or personal consequences for the person being harassed or discriminated against.

Sexual harassment is unwelcome behaviour of a sexual nature and is one type of harassment.

Harassment includes intimidation, abusive treatment or abuse of authority. Harassment does not include the legitimate exercise of an individual's supervisory or administrative authority.

What is personal harassment/bullying?

Personal harassment/bullying is the hurtful and repeated mistreatment of people by yelling or ridiculing, undermining an individual or group with vindictive or humiliating words or acts, including malicious exclusion and any acts of intimidation including stalking.

Edmonton Public Schools, in co-operation with its staff groups, is committed to a healthy, respectful learning environment for Trustees, staff members, parents, students, volunteers and contractors.

Edmonton Public Schools' Board of Trustees:

- recognizes the dignity and worth of every person and provides equal opportunities without discrimination;
- commits to working toward the elimination of objectionable behaviour in our schools and workplaces; and
- commits to maintaining an environment that is respectful, safe, nurturing and positive for everyone.



Respectful
LEARNING &
WORKING
ENVIRONMENTS

**Information for Parents,
Guardians and Volunteers**

*Bright futures
begin here*



We all have a responsibility to create respectful learning and working environments

In accordance with board policy *ACA.BP Respectful Learning and Working Environments*, the Board of Trustees has an obligation to provide its staff with a working environment that is free from harassment and discrimination. The Board will not tolerate behaviour which constitutes discrimination, harassment or personal harassment/bullying.

It is the responsibility of each person in the school community to contribute to a climate of understanding and mutual respect for the rights and dignity of each individual by:

- showing courtesy and self discipline in actions and words;
- seeking solutions to problems;
- respecting the rules, regulations and practices that create safe and secure learning and working environments;
- demonstrating honesty and integrity;
- acting in a manner that results in a positive and supportive atmosphere; and
- showing proper care and regard for district property and the property of others.

What are the responsibilities of parents, guardians and volunteers?

You are expected to:

- treat all staff with respect and courtesy;
- interact with other parents and children in a respectful manner;
- work to resolve differences in a positive, proactive manner; and
- encourage your children to be respectful.

As a parent, guardian or volunteer, what can I expect?

You can expect to be treated as a valued partner in your child's education. Interactions between you and district staff should be open and respectful.

Can I raise concerns with school staff?

Definitely. You are responsible for bringing any concerns that you have about your child's education to the school staff.

What is the most effective way to raise concerns?

- Talk to your child's teacher. If the problem persists, contact the principal.
- Communicate your concerns in a calm and clear manner.
- Be specific in describing your concern.
- Ask questions and try to understand how school staff sees the issue.
- Let the teacher, principal or other staff member speak.
- Focus on the problem, not the people involved.
- Be attentive.
- Be prepared to explore options for resolution.
- Follow up on the outcome.

What should I do if I feel that I have not been treated with respect?

- Discuss the matter with the principal.
- Ask how you can work together to build a constructive relationship.
- If you are unable to resolve the matter with the principal, contact Edmonton Public Schools Leadership Services at 780.429.8030.



Discrimination, harassment and personal harassment/bullying will not be tolerated within Edmonton Public Schools.

