

DATE: June 25, 2019

TO: Board of Trustees

FROM: Trustee Trisha Estabrooks, Chair, Policy Review Committee
Trustee Sherry Adams, Policy Review Committee
Trustee Bridget Stirling, Policy Review Committee

SUBJECT: Annual Policy Review for *School Act* Compliance

RESOURCE STAFF: Marnie Beaudoin, Karen Mills, Nancy Petersen

REFERENCE: [Trustees' Handbook](#) Section 6.1.3 – Policy Review Committee
[Bill 24: An Act to Support Gay-Straight Alliances](#)
First, Second and Third Reading for Board Policies FA.BP Human Resources Framework, HFA.BP Sexual Orientation and Gender Identity and HG.BP Student Behaviour and Conduct (Bill 24); [Board report of June 19, 2018](#)

ISSUE

Bill 24: *An Act to Support Gay-Straight Alliances*, now incorporated into the *School Act*, requires Boards to review the policy and code of conduct respecting the board's obligation to provide a welcoming, caring, respectful and safe learning environment that includes the establishment of a code of conduct for students that addresses bullying behaviour, confirm the review by a board resolution and post or repost the policy and code of conduct on the publicly accessible website after review by June 30 of each year.

BACKGROUND

Bill 24: *An Act to Support Gay-Straight Alliances*, now incorporated into the *School Act*, received Royal Assent December 15, 2017, and came into effect immediately. Alberta Education provided school boards across the province until June 30, 2018, to ensure their policies were in alignment with the direction and intent of Bill 24.

Under the Act,

"45.1 (1) A board has the responsibility to ensure that each student enrolled in a school operated by the board and each staff member employed by the board is provided with a welcoming, caring, respectful and safe learning environment that respects diversity and fosters a sense of belonging.

(2) A board shall establish, implement and maintain a policy respecting the board's obligation under subsection (1) to provide a welcoming, caring, respectful and safe learning environment that includes the establishment of a code of conduct for includes the establishment of a code of conduct for students that addresses bullying behaviour."

RELATED FACTS

At their June 19, 2018, meeting the Board passed the following policy updates to ensure compliance

with Bill 24:

- Revisions to FA.BP Human Resources Framework include:
 - Addition of statements that affirm the rights for staff members and students as provided for in the Alberta Human Rights Act and Canadian Charter of Rights and Freedoms.
 - An updated reference to the School Act.
- Revisions to HFA.BP Sexual Orientation and Gender Identity include:
 - Addition of statements that affirm the rights for staff members and students as provided for in the Alberta Human Rights Act and Canadian Charter of Rights and Freedoms.
 - Alteration of the Accountability Statement to reflect the Board's responsibility to the Minister.
- Revisions to HG.BP Student Behaviour and Conduct include:
 - Addition of statements that affirm the rights for students as provided for in the Alberta Human Rights Act and Canadian Charter of Rights and Freedoms.
 - Addition of a statement to articulate the Board's compliance with the Freedom of Information and Protection and Privacy Act (FOIP).
 - Addition of statements articulating the specific requirements pertaining to the review and accessibility of HG.BP Student Behaviour and Conduct.
 - Addition of Canadian Charter of Rights and Freedoms and Freedom of Information and Protection and Privacy Act (FOIP) to the References section.
 - Update to School Act reference

The District's compliance with the Bill 24 requirements was confirmed by a letter from the Education Minister on August 15, 2018.

Section 45.1 (6)(d) of the *School Act* requires that boards:

by June 30 of each year, review the policy and code of conduct, confirm the review by a board resolution and post or repost the policy and code of conduct on the publicly accessible website after review.

The Policy Review Committee reviewed the policies and code of conduct at their meeting on January 8, 2019, and found them to be current, relevant and in no need of revision.

Board policies FA.BP Human Resources Framework, HFA.BP Sexual Orientation and Gender Identity and HG.BP Student Behaviour and Conduct are posted on the District website (epsb.ca).

RECOMMENDATION

That the Board confirm the Policy Review Committee's annual review of policies required to be in compliance with the *School Act*.

NEXT STEPS

Upon passing of the recommendation, the Board Chair will write to the Minister of Education to confirm the Board's compliance with the annual review of policies and code of conduct required to be in compliance with Section 45.1(6)(d) of the *School Act*.

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