



Policy #28: Safe, Caring, Respectful Working and Learning Environments

Purpose:

Yellowknife Education District No. 1 is committed to safe, caring, inclusive, responsive, and respectful working and learning environments for all members of the school community. The Board believes these types of environments are necessary for students to learn and for staff to be effective in their roles. The Board expects these beliefs to be reflected in District programs, operations and practices.

The Board recognizes that individual and systemic biases related to race, colour, ancestry, nationality, ethnic origin, place of origin, creed, religion, age, physical disability, mental disability sex, sexual orientation, gender, gender identity or expression, marital status, source of income, family status, family affiliation, political belief, political association, and social condition exist in society. The Board believes these biases are not to be tolerated in the District.

Biases result in behaviours that damage the physical, mental and emotional well-being of individuals and negatively impact their educational, social and career outcomes. Further, they damage relationships with peers, colleagues, families and community partners. All members of the District are expected to model respectful conduct, inclusive behaviour and an understanding and appreciation of diversity.

Implementation

The Board is committed to acknowledging, addressing, and eradicating discrimination, harassment and racism as defined in AP # Safe & Respectful Working Environments and AP # Safe & Respectful Learning Environments.

Related to Students

The Board believes the District has the responsibility to ensure that students and their families feel safe and welcome to bring concerns to the attention of the school staff and administration. The Board expects that District staff will be respectful of the concerns of students and their families, and will work with them to provide appropriate support and resolve their issues in a timely manner.

Related to Staff

The Board believes the District has the responsibility to ensure staff contribute to a respectful working environment. All incidents of harassment, discrimination and/or racism that are experienced or observed should be reported and addressed, and appropriate action taken in accordance with administrative procedures.



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References/Related Documents:

- Education Act
- YK1 Interpretation and Definitions
- NWT Human Rights Act
- United Nations Convention on the Rights of the Child
- Canadian Charter of Rights and Freedoms
- AP # Safe & Respectful Working Environment
- AP # Safe & Respectful Learning Environment

Revision History			
Revision	Revision Description	Approved Date	Review Date
1	Initial Version		
2			