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## Safe and Caring Policy

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**Effective Date:** September 1, 2015

**Responsibility:** PAA Administration

**Amends Policy dated:**

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**Scope:** Parkview Adventist Academy faculty, staff, students, and parents

### Part I

Consistent with its mission and vision, Parkview Adventist Academy is committed to a safe, inclusive, equitable, and welcoming learning and teaching environment for all students.

All students have the right to learn and work in an environment free of discrimination, prejudice, and harassment.

### Part II

The Parkview Adventist Academy will not tolerate harassment, bullying, intimidation, or discrimination on the basis of a person's actual or perceived differences.

The Parkview Adventist Academy believes that all students have the right to:

- be treated fairly, equitably, and with dignity and respect;
- have their confidentiality protected and respected;
- self-identification and determination;
- freedom of conscience, expression, and association;
- be fully included and represented in an inclusive, positive, and respectful manner by all school personnel;
- have equitable access to the same supports, services, and protections provided to all students and their families;
- have avenues of recourse (without fear of reprisal) available to them when they are victims of harassment, prejudice, discrimination, intimidation, bullying, or violence; and
- Have their identities, families, cultures, and communities included, valued and respected within the school environment.

### Part III



## **PARKVIEW ADVENTIST ACADEMY**

The Parkview Adventist Academy is committed to implementing measures that will:

- Define appropriate expectations, behaviours, language, and actions in order to prevent discrimination, prejudice, and harassment through greater awareness of, and responsiveness to, their harmful effects.
- Ensure that all such discriminatory behaviours and complaints will be taken seriously, documented, and dealt with expeditiously and effectively through consistently applied policy and procedures.
- Improve students' understanding of the individual lives of minorities and their families, cultures, and communities.
- Develop, implement, and evaluate inclusive educational strategies, professional development opportunities, and administrative guidelines to ensure that minorities and their families are treated with respect and dignity in all aspects of the school community in a manner consistent with the school's mission and vision.

### **Part IV**

All students will be invited to join a student human rights club, established to be an organization through which students may participate in promoting all of the principles in this Policy and to oppose bullying in all of its forms. The club will be called the *Human Rights Club*.