



October 3, 2018

Dear Safe and Caring Team,

Thank you for your response to our policy. Since [REDACTED] opened its doors 35 years ago we have truly appreciated the support and involvement of Alberta Education and the guidance given particularly in our beginning years. To this end we wish to continue that cordial relationship.

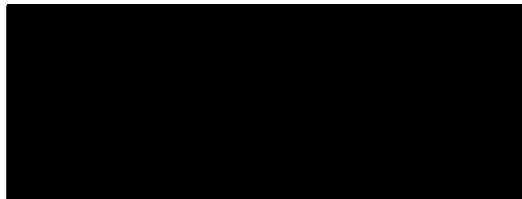
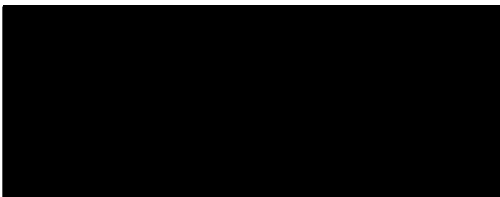
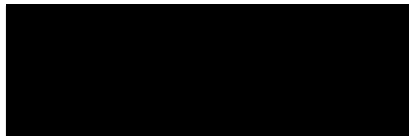
We are in receipt of your correspondence of September 5th, attaching the feedback regarding our school's anti-bullying policies. Portions of the feedback were vague, and do not provide us with the necessary clarity as to how or why many of the highlighted sections of our policies violate the *School Act*. We request specific answers to the questions here below:

1. How, why or in what way is "diversity" "disrespected" by a statement that not all viewpoints are equally legitimate?
 2. What is the definition of "diversity" that you expect us to adhere to, and what is the basis or source of your definition?
 3. Regarding statements to the effect that not all viewpoints are equally legitimate, do such statements undermine: a welcoming learning environment? If yes, in what way? Do they undermine a caring learning environment? If yes, in what way? Do they undermine a respectful learning environment? If yes, in what way? Do they undermine a safe learning environment? If yes, how so?
 4. How, why or in what way is "diversity" "disrespected" by the belief that truth exists and that it can be known?
 5. Which of the following learning environments does the belief that truth exists and that truth can be known undermine: a welcoming learning environment, a caring learning environment, a respectful learning environment, or a safe learning environment? How so?
 6. How, why or in what way is "diversity" "disrespected" by the belief that the Bible/Word of God is "true", "unchangeable", "infallible", or "inerrant"?
 7. Which of the following learning environments does the belief that the Bible or Word of God is "true", "unchangeable", "infallible", or "inerrant" undermine: a welcoming learning environment, a caring learning environment, a respectful learning environment, or a safe learning environment? How so?
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8. How, why or in what way is “diversity” “disrespected” by teaching that the religious beliefs adhered to by our school community are preferable to other beliefs?
 9. Which of the following learning environments does the teaching that the religious beliefs adhered to by our school community are preferable to other beliefs undermine: a welcoming learning environment, a caring learning environment, a respectful learning environment, or a safe learning environment? How so?
 10. How, why and in what way is the belief that God created people either male or female and that male and female are different, unwelcoming, uncaring, or disrespectful? How so?
 11. How does Biblical marriage undermine a welcoming, caring and respectful learning environment?

After reviewing our Welcoming, Caring, Respectful and Safe Teaching and Learning Environment Policy, it has been the decision of the Board of Directors that we affirm our position of retaining the policy as submitted until we are able to have these questions answered. We have however made changes to our Student Code of Conduct Policy and the changes have been updated on the web site.

Sincerely



From: EDC Safe Caring [REDACTED]
Sent: Thursday, October 04, 2018 1:10 PM
To: [REDACTED]
Cc: EDC Safe Caring [REDACTED]
Subject: RE: Attached Image

Dear [REDACTED],

Thank you for your email of October 4th, we are pleased to try to answer your questions.

Section 45.1(8) of the *School Act* indicates your Safe and Caring Policy must be compliant with the legislation, *in the opinion of the Minister*. As explained in our email to you of September 5th, the Minister is of the view that your policy does not comply because it:

- Is in conflict or inconsistent with ss.45.1 or 16.1, which is prohibited by s.45.1(4)(a)(i) (pink highlights), and/or
- Requires additional processes before carrying out the functions of s.16.1, which is prohibited by ss.16.1 and 45.1(4)(a)(ii) (green highlights), and/or
- Breaches the notification provisions addressed in s.45.1(4)(c) (blue highlights), and/or
- Uses language which suggests alternative perspectives are not equally legitimate, which disrespects diversity and is thus inconsistent with s.45.1(4)(a)(i) (yellow highlights), and/or
- Uses language which could be considered unwelcoming, uncaring, and/or disrespectful to certain segments of the student body and are thus inconsistent with your responsibilities under ss.45.1(1) and (2) (orange highlights).

As noted in our numerous communications to date, the Safe and Caring team have been and continue to be available and happy to assist you with further clarification, guidance, and support. We note a compliant policy must be posted on your website by October 5.

Please note if you wish to call a member of the Safe and Caring team you must do so by close of business on October 5th.

Sincerely,

Safe and Caring Team

From: [REDACTED]
Sent: October-04-18 12:55 PM

To: EDC Safe Caring [REDACTED]
Cc: [REDACTED]
Subject: FW: Attached Image

Good Afternoon Safe and Caring Committee

Attached please find a copy a letter regarding our Welcoming, Caring, Respectful and Safe Teaching and Learning Environment Policy and the Revised Student Code of Conduct Policy, both of which are posted on our website.

Thank you

[REDACTED]

[REDACTED]

From: [REDACTED]
Sent: Thursday, October 04, 2018 12:40 PM
To: [REDACTED]
Subject: Attached Image

This email and any files transmitted with it are confidential and intended solely for the use of the individual or entity to whom they are addressed. If you have received this email in error please notify the system manager. This message contains confidential information and is intended only for the individual named. If you are not the named addressee you should not disseminate, distribute or copy this e-mail.