


October 3, 2018

Dear Safe and Caring Team,

We are in receipt of your correspondence of September 6, 2018, attaching the feedback regarding our school's safe and caring policies. Portions of the feedback were unacceptably 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. What is the definition of "diversity" that you expect us to adhere to, and what is the basis or source of your definition?
2. How, why or in what way is "diversity" "disrespected" by the belief that truth exists and that it can be known?
3. 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?
4. How, why or in what way is "diversity" "disrespected" by the belief that the Bible/Word of God is "true", "unchangeable", "infallible", or "inerrant"?
5. 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?
6. 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?
7. 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?

Thank you very much for providing clarity on these items. We await your responses to the above questions in order to consider making further changes to our policy.



From: **EDC Safe Caring** [REDACTED]
Date: Fri, Oct 5, 2018 at 9:03 AM
Subject: RE: Safe and Caring Policy
To: [REDACTED]

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 6th, 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
- 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).

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 6.

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 10:56 PM
To: EDC Safe Caring [REDACTED]
Subject: Safe and Caring Policy

Dear colleague,

Please find a letter attached requested clarification as to the feedback provided to us on our Safe and Caring Policy in the email (and attached documents) we received from you on September 6, 2018.

We look forward to continuing to work with you on this matter.

On behalf of the [REDACTED],

[REDACTED]

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