

From: [REDACTED]
Sent: Thursday, October 4, 2018 11:41 AM
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: [REDACTED] - Implementation of An Act to Support Gay-Straight Alliances

Dear [REDACTED],

Thank you for your email of October 2nd, 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
- 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 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-02-18 3:12 PM
To: EDC Safe Caring [REDACTED]
Cc: [REDACTED]
Subject: RE: [REDACTED] - Implementation of An Act to Support Gay-Straight Alliances

Dear Safe and Caring Team,

Thanks ([REDACTED]) for your time on the phone this afternoon. I have a few follow-up questions regarding the Sept. 6 feedback provided regarding our Safe and Caring School Policy, and look forward to further clarity on these matters.

One portion of our school's foundational documents, quoted in the preamble to our policy, is highlighted as "disrespectful of diversity" because it "suggests alternative viewpoints are not equally legitimate." Other provisions are highlighted as being considered "unwelcoming, uncaring, and/or disrespectful to certain segments of the student body." In formulating a response to these matters, as in almost any matter of significance, it is important to have terms clearly defined and their application distinctly outlined; therefore we request your answers to the following questions:

1. What is the definition of "diversity" that you expect our school to adhere to?
2. What definition of "truth" is being assumed in evaluation of school policies?
3. How is "diversity" disrespected by a belief that truth exists and can be known? In particular, how is "diversity" disrespected by a belief in the "infallible truth of the Word of God"?
4. How does the organization of our school to provide instruction from a Reformed Christian viewpoint conflict with "respecting diversity" and/or "fostering a sense of belonging" among our students?
5. Could you please provide the definitions of "caring", "respectful", and "welcoming" that are being used by your team in evaluating school policies?
6. Does our belief that God's Word, the Bible, is infallible undermine a welcoming learning environment? A caring learning environment? A safe learning environment? A respectful learning environment? If yes for any of these, please explain.
7. How is a belief in God's creation of people as either male and female, and a recognition of the distinction between male and female, "unwelcoming, uncaring, and/or disrespectful"?
8. You have indicated that "such provisions [i.e. those considered unwelcoming, uncaring, and/or disrespectful]... can be articulated elsewhere." Could you please provide a rationale as to why it is appropriate to express religious beliefs privately but not in a public policy document?

I look forward to receiving further clarity to aid in our interpretation of, and response to, your feedback on our policy.

Regards,

[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

From: EDC Safe Caring [REDACTED]
Sent: Thursday, September 6, 2018 11:48 AM
To: [REDACTED]
Cc: EDC Safe Caring [REDACTED]
Subject: [REDACTED] - Implementation of An Act to Support Gay-Straight Alliances

From: SafeCaring

To: [REDACTED]

Subject: Implementation of *An Act to Support Gay-Straight Alliances*

Dear colleague:

This email is in follow-up to the Deputy Minister's email of August 27, 2018 in which he indicated that you would receive a subsequent email from [REDACTED] that provides detailed feedback on your policy.

In order to be compliant with section 45.1 of the *School Act*, your school authority must make revisions to its policies/administrative procedures as outlined below.

- The first attachment to this email is a list of highlighted legislated requirements that must be added to your policy/administrative procedure.
- The second attachment is a printout of your policy/administrative procedure that highlights sections that must be removed.

A compliant policy must be posted in a prominent location on your school authority's website within 30 calendar days of this email. The expectation that policies are posted in a prominent location on the school authority's website requires that a link to the policy document(s) is clearly labeled and easily accessible from the school authority's home page.

We continue to be available to support your school authority in this work and can be reached at [REDACTED]
Please notify us at [REDACTED] once your revised policy is posted on your school authority's website, and

provide the direct link to its prominent location.

Failure to comply may result in consequences that can include a Ministerial Order establishing a policy and requiring the posting of the policy, an investigation or inquiry, and/or funding implications. An investigation or inquiry may result in the suspension or cancellation of accreditation, or any other order the Minister deems appropriate.

Sincerely,

SafeCaring Team

Alberta Education

Attachments

- Legislative requirements to be added to policy
- Policy elements to be removed

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