

## **Providing a Safe and Caring Educational Environment**

### **Mission**

A school of choice focusing on academic excellence that produces positively influential individuals with exceptional Islamic character, while having fun. To foster an attitude of personal responsibility and a realization of the inherent struggles that define life - and necessary to build people of vision.

### **Purpose**

The purpose of our mission stems from our bearing witness to the Oneness of Allah (God), the Creator of all things. The Board has the responsibility to ensure that each student enrolled in the MAC Islamic School ("School") and each staff member employed by the Board is provided with a welcoming, caring, respectful and safe learning environment that respects diversity and fosters a sense of belonging.

We believe:

- i. Our curriculum is informed by Islamic moral and ethical imperatives. Those moral values are the foundation of the character building mandate entrusted on us by MAC and expected by our parent community. Through it, students will develop a strong Muslim-Canadian identity, embody universal values and acquire relevant life skills to meet the 21st-century challenges.
- ii. We believe in the role of parents in this process and respect that their kids should be provided with an authentic and principled learning environment that nurture their character development based on those values. To that extent, the school will not engage in any activities that will be construed to contradict or to violate the values of the Islamic faith as practiced by Muslims and articulated in the MAC Bylaw 15 and MAC letters of Patent, and will support students in accordance with their rights under the Human Rights Act and subject to sections 2 and 7 of the Canadian Charter of Rights and Freedoms, and in accordance with the UN International Covenant on Civil and Political Rights,

Article 18(4) which states that the governments should have respect for the liberty of parents and, when applicable, legal guardians to ensure the religious and moral education of their children in conformity with their own convictions. Further, it is critically essential to balance between the rights of the parents as the ultimate deciders for their children's education and values, and the government mandated obligations under the School Act. Therefore, the school will not infringe on the rights of parents to choose for their children. To that effect, we will seek parental approval for their children participation in activities outside the class instruction and subject to sections 2 and 7 of the Canadian Charter of Rights and Freedoms.

- iii. MAC schools are entrusted to nurture a strong sense of citizenship in our students: a citizenship that requires anyone living in Canada to give of his/her time, energy, and talents to contribute to society. To attain this ideal, each individual must be empowered through the full exercise of his/her rights as a responsible and positive citizen.
- iv. MAC schools are envisioned not only as an educational institution but also a place to develop character, behavior, and manners, and to actualize the students' full potential as moral productive citizens.
- v. Publishing, as part of the student registration, school start information and other forms, writing expectation for student behavior (to students and their parents) while at school, school-related activities, or while engaging in activities that may have an impact on others in the school.
- vi. That each individual student registered at the MAC School will be provided an Islamic atmosphere that elevates the well-being of all students.
- vii. In constantly working to better our community atmosphere in accordance with the teachings of its faith.

## **MANDATED GOVERNMENT POLICY REQUIREMENTS**

The Board strongly believes, as set out in section. 2(a) of the Canadian Charter of Rights and Freedoms, that everyone has freedom of conscience and religion and that there are no state-sponsored religions or ideologies and that the government cannot prefer some religious beliefs or groups over others. Similarly, religious belief cannot be preferred to non-belief as "there shall be no compulsion in religion." Nothing in this policy is to be interpreted so as to limit or be a waiver of our fundamental rights pursuant to the Canadian Charter of Rights and Freedoms to provide an educational environment informed by Islamic moral and ethical imperatives.

Therefore;

The Board will comply with section 16.1 of the School Act provided that such compliance does not contravene the teachings and tenants of the Islamic religion, subject only to the limitations in sections 2 and 7 of the Canadian Charter of Rights and Freedoms as determined by a Court of competent jurisdiction.

Further,

#### *Board Responsibility*

- (1) The MAC Islamic School (the “Board”) has the responsibility to ensure that each student enrolled, and each staff member employed by the Board is provided with a welcoming, caring, respectful and safe learning environment that respects diversity and fosters a sense of belonging.

#### *Support student organizations*

The following section (16.1(1), a, b, c, d, e, is included in the policy as required by Bill 24 and the amendments thereafter to the School Act. Specifically, in accordance with section 45.1(4)(b) of the School Act, which legislatively mandates the Board to include the text of section 16.1(1), (3) (3.1) (4) and (6)” of the School Act in this Policy, subject to the limitations granted in sections 2 and 7 of the Canadian Charter of Rights and Freedoms, any limitations prescribed within MAC’s mission, values, directing, organizing, or incorporating documents, and any obligations to the General Student Body and Parents Association.

16.1(1) If one or more students attending a school operated by a board request a staff member employed by the board for support to establish a voluntary student organization, or to lead an activity intended to promote a welcoming, caring, respectful and safe learning environment that respects diversity and fosters a sense of belonging, the principal of the school shall immediately grant permission for the establishment of the student organization or the holding of the activity at the school, and consistent with the schools principles within a reasonable time from the date that the principal receives the request designate a staff member to serve as the staff liaison to facilitate the establishment, and the ongoing operation, of the student organization or to assist in organizing the activity, subject only to activities or organizations that contravene the teachings and tenants of the Islamic religions, and the limitations granted in sections 2 and 7 of the Canadian Charter of Rights and Freedoms, any limitations prescribed within MAC’s mission, values, directing, organizing, or incorporating documents, and any obligations to the General Student Body and Parents Association

- a. The principal shall immediately inform the board and the Minister if no staff member is available to serve as a staff liaison referred to in subsection (1), and if so informed, the Minister shall appoint a responsible adult to work with the

requesting students in organizing the activity or to facilitate the establishment, and the ongoing operation, of the student organization at the school.

- b. The principal is responsible for ensuring that notification, if any, respecting a voluntary student organization or an activity referred to in section 16.1 (1) is limited to the fact of the establishment of the organization or the holding of the activity.
- c. Notification of student organizations and activities referred to in Section 16.1 of the School Act is limited to the fact of the establishment of the organization or the holding of the activity; and is otherwise consistent with the usual practices relating to notifications of other student organizations and activities.

### *Additional Mandates*

Section 45.1(3) School Act Statutory Requirements, and subject to sections 2 and 7 of the Canadian Charter of Rights and Freedoms;

- (2) As legislatively mandated in section 45.1(3) of the School Act, this Policy and the Student Code of Conduct set out in this Policy (“Code of Conduct”):
  - a. herein affirms the rights, as provided for in the Alberta Human Rights Act and the Canadian Charter of Rights and Freedoms, of each staff member employed by the Board and each student enrolled in the School;
  - b. herein states that staff members employed by the Board and students enrolled in the School will not be discriminated against as provided for in the Alberta Human Rights Act or the Canadian Charter of Rights and Freedoms to the degree the same applies in law to the School.

### **Code of Conduct**

- (3) As legislatively mandated by section 45.1(5) of the School Act, and subject to sections 2 and 7 of the Canadian Charter of Rights and Freedoms; the Code of Conduct herein set out has the following purpose: to provide a safe, caring, respectful, and welcoming learning environment.
  - a. To ensure that students always conduct themselves in an appropriate manner, the students attending the School shall be subject to this Code of Conduct.
  - b. Students shall conduct themselves to reasonably comply with the following Code of Conduct:
    - i. be diligent in pursuing their studies;
    - ii. attend school regularly and punctually;
    - iii. co-operate fully with everyone authorized by the board to provide education programs and other services;
    - iv. comply with school rules;
    - v. be accountable to their teachers for their conduct;

- vi. respect the rights of others;
  - vii. ensure that they contribute positively to the environment and culture of the School;
  - viii. refrain from, report and not tolerate bullying or bullying behavior directed to others in the school, whether or not it occurs within the school building, during the school day, or by electronic means)
- c. Activities that may constitute a violation of this Code of Conduct include, but are not limited to, bullying whether or not in person during the school day or by electronic means, physical harm or assault upon others, harassment, hazing, gang activities, weapons in school, drug and alcohol use, and improper conduct on busses or on field trips.
- d. Unacceptable behavior may be grounds for disciplinary action, and provides the student with an opportunity for critical learning and reflection in the areas of personal accountability and responsibility, the development of empathy, as well as communication, conflict resolution, and social skills development.
- (4) In the assessment of the potential consequences of unacceptable behavior, the School shall also consider a student’s age, maturity, individual circumstances, and frequency of the misconduct. In addition, the specific circumstances of the situation and of the student must be considered when determining appropriate responses to unacceptable behavior.
- (5) The School must ensure that support is provided for students who are impacted by inappropriate behavior, as well as for students who engage in inappropriate behavior.
- (6) This Code of Conduct shall be made publicly available on the School website and shall be provided to all staff, students, and parents.
- (7) This Code of Conduct shall be reviewed each school year.
- (8) Section 45.1(4)(d) of the *School Act* requires this Policy to indicate that the *Personal Information Protection Act* governs the disclosure of personal information by the Board.

**In accordance with:**

- a) *Alberta School Act*, RSA 2000, c S-3: preamble, sections 2, 3, 16, 28
- b) *Alberta Bill of Rights*, RSA 2000, c A-14: preamble, sections 1 and 2
- c) *Alberta Human Rights Act*, RSA 2000, c A-25.5: sections 7, 8 and 11
- d) 2017 Bill 24, Third Session, 29th Legislature, 66 Elizabeth II (“Bill 24”)
- e) *United Nations Convention on the Rights of the Child* (1990), article 5
- f) *International Covenant on Civil and Political Rights*, 999 U.N.T.S. 171, article 18(4) (which protects the rights of parents to guide their children’s religious upbringing)

- g) Alberta's Personal Information Protection Act*
- h) The Canadian Charter of Rights and Freedoms*
- i) Muslim Association of Canada Letters Patent, and MAC ByLaws No-13 and all the amendments thereafter.,*