



NOTICE TO PARENT OR GUARDIAN OF RELIGIOUS PERMEATION

The *Alberta Human Rights Act* requires a school board to give notice to a parent or guardian when courses of study, education programs, institutional materials, instruction or exercises include subject matter that deals primarily and explicitly with religion. All of the schools in this division are Catholic Separate Schools, the essential purpose of which is to fully permeate Catholic theology, philosophy, practices and beliefs, the principles of the Gospel and teachings of the Catholic Church, in all aspects of school life, including in the curriculum of every subject taught, both in and outside of formal religion classes, celebrations and exercises. Every course of study and educational program, all institutional materials, instruction and exercises will at all times include subject matter that deals primarily and explicitly with religion.



COMMITMENT TO INCLUSIVE COMMUNITIES

Holy Spirit Catholic School Division is committed to using the LIFE Framework as a guideline for the creation and operation of student groups that are comprehensive in their approach to inclusion and open to the exploration, in a Catholic context, of a variety of issues including bullying, sexual harassment, sexual orientation, gender identity, discrimination, justice, and respectful relationships and language. The LIFE Framework is the result of a provincial collaboration of Catholic school jurisdictions. Each of our schools may be organizing LIFE Framework/Diversity groups.



FAIR NOTICE LETTER

Dear Parents / Guardians,

The Holy Spirit Catholic School Division is committed to providing safe learning environments for all students, staff, school visitors and community members. When a student behaves inappropriately, principals use progressive discipline to help a student take responsibility for their actions, change their behavior and learn from their mistakes.

When students' behaviors pose a potential threat to safety or serious harm, the Southwest Alberta Regional Violence Risk Threat Assessment Protocol (VTRA) helps principals take further steps to protect students' well-being. The protocol helps schools respond quickly to threatening incidents such as: possession of a weapon or a replica weapon, bomb threats or plans, verbal, written or electronic (internet, text) threats to kill or injure oneself or others or other threats of violence, fire setting.

The Southwest Alberta Regional VTRA Protocol outlines how a school responds immediately to threatening behavior. Principals may first bring together a School Threat Assessment Team, which ideally includes the principal/associate principal, a school based counsellor / jurisdictional lead and police. If the situation is serious the principal may also consult the Superintendent of Schools and call in members of the Community Threat Assessment Team. This community team may include representatives of community agencies who work with us to keep our schools safer such as, but not limited to, local police, children's mental health organizations or Child and Family Services. Parents / guardians will be notified as soon as possible in the Stage I - VTRA Process. If parents / guardians cannot be reached, but a concern for safety still exists due to threatening behavior, the threat assessment may still proceed. Personal information shared throughout this process will respect and balance each individual's right to privacy with the need to ensure the safety of all.

This letter complies with procedure 2 of *Administrative Procedure 322: Violence Threat / Risk Assessment (V-TRA) Protocol*, which states that parents/guardians will be provided with "fair notice" that each threat will be taken seriously. Should you wish to further review this Administrative Procedure, please visit our website at www.holyspirit.ab.ca.

If you have any questions regarding the Holy Spirit Catholic School Division's use of the Southwest Alberta Regional V-TRA Protocol, please contact the Director of Student Services at the St. Basil Catholic Education Centre. We appreciate your support in ensuring our schools are safe environments for our students, staff and community partners.

Sincerely,
Chris Smeaton, Superintendent of Schools