

RELIGIOUS PERMEATION

Background

The Alberta Human Rights Act requires a school board to give notice to a parent when courses of study, educational programs, instructional 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 instructional materials, instruction and exercises will at all times include subject matter that deals primarily and explicitly with religion.

Instruction in religious education shall be provided for all students attending Division schools.

Procedures

1. The above background statement is to be present on all registration forms for all schools and programs.
2. Where possible, teachers and Principals are encouraged to resolve concerns or complaints from parents regarding religious permeation at the local level.
3. When a concern or complaint has been brought forth, the following steps will apply:
 - 3.1 If a parent has a complaint related to the provision or non-provision of notice or the exclusion of his/her child from instruction, the parent must first address the issue with the teacher. In the event that the matter cannot be resolved in this normal course of discussion with the teacher involved, the parent shall provide the teacher with a written statement outlining the purported breach, the action explained in sufficient detail to allow for a full analysis to take place.
 - 3.2 Upon receipt of a formal complaint in writing, the teacher may continue to attempt resolution in an informal and Without Prejudice basis.
 - 3.3 In the event that the matter cannot be resolved between the teacher and the parent, either the parent or the teacher may refer the matter to the Principal.

- 3.4 The Principal may engage in discussion with the parent and the teacher, separately or together, on a Without Prejudice basis, in a further attempt to resolve the matter.
- 3.5 In the event that the matter cannot be appropriately resolved at the school level, either the Principal, teacher or parent may refer the matter to the Board for resolution via the procedures outlined in Board Policy 13, regarding – All Matters Other Than the Expulsion of a Student and as directed by the Minister of Education. In the event of such a referral, the teacher shall provide a statement in writing responding and providing an analysis of the complaint.

Reference: *Education Act*, SA 2012, c E-0.3, ss 16, 18, 19, 33, 52, 53, 58, 58.1, 61, 196, 197, 222
Alberta Human Rights Act
Human Rights, Citizenship and Multiculturalism Amendment Act
Guide to Education ECS to Grade 12