

**Policy Name:** Human Rights and Discrimination

**No:** 1350

**Preamble**

The Board supports and endorses the values and objectives contained in the Canadian Multiculturalism Act, the BC Multiculturalism Act, the Charter of Rights and Freedoms and the BC Human Rights Code. In recognizing the importance of these values, the school district shall prohibit discriminatory conduct which violates the BC Human Rights Code.

**Policy Statement**

The Board affirms its commitment to the principles and values contained in the BC Human Rights Code. The Board believes that safe school environments are necessary for students to learn and achieve. Discrimination is not part of such an environment and the Board does not, and will not, tolerate any conduct of discrimination toward any individual or group. The Board is committed to creating and maintaining an environment free from all forms of discrimination.

**Statutory Reference:** Human Rights Code

**Contractual Reference**

**Policy Reference**

**Date of Initial Board Approval:** September 2007      **Amendments:**

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**Guiding Principles**

1. The Board supports the development and implementation of policies, practices and programs that support the rights and freedoms enshrined in the BC Human Rights Code, and which promote and foster a learning environment in the school district which emphasizes tolerance, equality, and non-discrimination.
2. The Board is committed to:
  - (a) creating an environment in the school district which promotes non-discrimination consistent with the Human Rights Code
  - (b) hiring employees on the basis of merit consistent with human rights laws
  - (c) providing students with educational programs that will assist them in participating in and contributing to a diverse society
  - (d) reducing language and cultural barriers
  - (e) communicating effectively with all students, parents, employees and other partner groups in our diverse community
3. For purposes of this policy, discrimination means the subordination of groups or individuals resulting from a distinction, preference or exclusion based on the grounds of race, colour, ancestry, place of origin, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, age, or any other difference or perceived difference.
4. Discrimination includes harassment, negative or adverse conduct, comment, gesture or contact, and systemic barriers based on the above grounds. This conduct is harmful and can create a working or learning environment that is intimidating, humiliating, or uncomfortable. It includes any behaviour that is known, or reasonably should be known, to be offensive.

As students learn by example, all members of the school community should model respectful conduct regardless of perceived differences and should refuse to tolerate any form of discrimination. This policy applies to all members of the school community including students, employees, trustees, parents, guardians and volunteers.

**Date of Initial Board Approval:** September 2007    **Amendments:** January 24, 2017