

## **POLICY 200.10-**

### **ANTI-DISCRIMINATION AND HUMAN RIGHTS**

#### Background

The School District No.73 Business Company (SD73BC) supports 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 SD73BC prohibits discriminatory conduct that violates the BC Human Rights Code.

The intent of this administrative procedure is to ensure that an environment of celebration, acceptance and respect is fostered, promoted and supported throughout the SD73BC's working and learning community, specifically for differences that are visible (such as race, ethnicity, sex, age, physical ability) and differences that are less visible (such as culture, ancestry, language, religious beliefs, sexual orientation, gender identity, socio-economic background, mental ability.) The SD73BC affirms its commitment to the anti-discrimination principles and values contained in the BC Human Rights Code.

The SD73BC is committed to and supportive of:

- Providing students with educational programs that will assist them in participating in and contributing to a diverse society,
- Hiring staff based on merit consistent with the Human Rights Code,
- Providing professional development opportunities to educators on anti-discrimination and human rights,
- Creating an environment in the SD73BC that promotes non-discrimination consistent with the Human Rights Code,
- Provide educational tools to support schools in responding to incidents involving discrimination and racism,
- Reducing language and cultural barriers; and,
- Communicating effectively with all students, parents, staff and other partner groups in our diverse community.

#### Procedures

Alleged racial harassment by staff or students will be investigated promptly, thoroughly and in a sensitive manner, adhering to the principles of confidentiality and due process.

1. The SD73BC supports the development and implementation of procedures, practices and programs that support the rights and freedoms enshrined in the Human Rights Code, and that promote and foster a learning environment in the SD73BC that emphasizes acceptance, equity and non-discrimination.
  - 1.1. The SD73BC supports educational programs that promote awareness, understanding and acceptance of the diversity that exists within our society.
  - 1.2. The SD73BC continues to be an equal opportunity employer, recognizing that intercultural sensitivity is one of the important criteria to be used in the process of personnel selection.

## 2. Conduct

All students, staff, contractors, visitors and other persons and groups shall be required to conduct themselves in accordance with the SD73BC's commitment to non-discrimination and human rights. The SD73BC commits to fostering and promoting nondiscrimination, human rights, and intercultural understanding through communicating effectively.

The SD73BC shall ensure:

- The SD73BC shall make staff aware of this policy.
- Allegations of discrimination will be reported to the Director in the case of students, and to the immediate supervisor in the case of staff.

- 2.1. Any act such as name calling, slurs, graffiti or physical violence which is aimed at depicting a particular group in an unfavorable light, or which can be reasonably viewed as a discriminatory act, may be subject to discipline. In the case of students, referrals will be made to the Director. Incidents involving staff will be dealt with by the Vice-President or designate.

## 3. Curriculum

The SD73BC supports curricular goals and learning objectives that provide students with the necessary knowledge, skills and attitudes to contribute to a society that is free of discrimination, and which will allow students to deal constructively with discrimination that they may encounter in their daily life experiences.

- 3.1. The SD73BC shall support intercultural, anti-racist and human rights education infused into curricula.
- 3.2. The SD73BC recognizes the school's responsibility in assisting students to develop a strong sense of pride in their own cultural heritage, as well as an appreciation of and respect for the backgrounds of others.
- 3.3. Educators assist students in developing intercultural competencies consisting of interpersonal and communication skills, attitudes and knowledge needed to function in the larger community while retaining an appreciation for their own background.
- 3.4. The SD73BC supports activities that promote opportunities for children to learn about their own heritage and that of others to increase knowledge of and develop positive attitudes toward Canada's multicultural diversity. The SD73BC commits to the development and use of instructional materials for use in all appropriate curriculum areas that reflect the history and contributions of minority groups in Canada.
- 3.5. The SD73BC regularly audits curriculum, and other BC curriculum resource materials to ensure educational resources promote human rights and anti-discrimination and intercultural competence.

#### 4. Staff Training

The SD73BC will seek to eliminate racism and discrimination through an effective in-service program that promotes attitudinal change. The SD73BC will support opportunities for training of all staff to develop their knowledge, awareness and skills in the areas of human rights, anti-discrimination and cross-cultural understanding.

- 4.1. Professional development sessions will be offered annually to SD73BC staff to raise awareness and equip them with the skills necessary to relate sensitively to people of different racial and ethnic backgrounds. In-service programs shall include the topics of anti-racism, intercultural issues, human rights, and valuing diversity.
- 4.2. Where feasible, in-services regarding a specific culture should be provided by a person of that culture.
- 4.3. Staff will receive a copy of this policy and is available on the SD73BC.
- 4.4. SD73BC staff responsible for personnel selection shall be provided with training to enhance their sensitivity to human rights issues, including sensitivity to ethno-cultural hiring issues.

#### 5. Assessment and Placement

The SD73BC recognizes the need to support positive and equitable learning and instructional initiatives and/or alternative approaches and strategies designed to allow all students to realize their full potential. Assessment and placement of students shall not be unduly inhibited by a cultural/language barrier. Expectations of students shall not be based on prejudice or stereotypes.

- 5.1. The SD73BC expects that decisions regarding student assessment and placement will be based upon consideration of a student's educational needs, aptitudes and abilities, and it will not tolerate discrimination in the provision of instructional programs and services contrary to the BC Human Rights code.
- 5.2. Assessment practices and procedures are to be free from cultural bias. In order to ensure that assessment procedures are adapted to meet the needs of students from different ethno-cultural groups, consideration is to be given to testing instruments, interviewing, monitoring and meaningful communications with parents/caregivers, course evaluation of curriculum and sensitive material.

#### 6. SD73BC and Home School Relations

The SD73BC recognizes the diversities of their partner schools results in a variety of learning, behaviors, modes of communication and expectations. SD73BC is committed to improving communication with sensitivity to intercultural considerations.

#### 7. Responding to Reports of Racism

- 7.1. Staff responsible for responding to reports of racism must complete the Response to Anti-Discrimination and Human Rights Procedures, Checklist & Response Plan form.

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Legal references:

*School Act, ss 8, 8.4, 8.5, 20, 22, 65, 85, 177*

*Human Rights Code, RSBC 1996*

*Multiculturalism Act, RSBC 1996*

*Canadian Charter of Rights and Freedoms, Constitution Act, 1982*

*Canadian Human Rights Act, RSC 1985*

*Canadian Multiculturalism Act, RSC 1985*

*Criminal Code, RSC 1985*

*Diversity in BC Schools: A Framework*