

NON-DISCRIMINATION

Background

The District recognizes and believes that the universal citizen is deserving of acceptance, respect, understanding and equal opportunity in an environment free from discrimination. Further, there will be no discrimination by any member of the District community on the basis of any prohibited grounds of discrimination as defined in the Human Rights Code of British Columbia.

Definition

Discrimination is behaviour or action that is discriminatory in nature and/or objectionable based on race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital or family status, mental or physical disability. Objectionable behaviour includes but is not limited to: verbal abuse or threats, offensive remarks, jokes, innuendoes or taunting, or the display of pornographic, racist or other derogatory material.

Procedures

1. The District:
 - 1.1. has the responsibility to support and promote positive experiences that recognize the diverse nature of our District community;
 - 1.2. must ensure that all students have equal access to learning to ensure full participation in society;
 - 1.3. has the responsibility to ensure all curriculum materials and resources used in schools are free of intentional biases;
 - 1.4. has the responsibility to ensure that everyone knows how to deal with incidents of alleged discrimination and how to report these incidents;
 - 1.5. will ensure that the Non-Discrimination Administrative Procedure is included in all schools' parent/student handbooks and the [District Health and Safety Program Manual](#).

2. Allegations of discrimination will be reported to the Principal in the case of students, and to the immediate supervisor in the case of employees.

Reference: Sections 8, 8.4, 8.5, 20, 22, 65, 85, 177 School Act
Human Rights Code
Multiculturalism Act
Canadian Charter of Rights and Freedoms
Canadian Human Rights Act
Criminal Code of Canada
Collective Agreements
Freedom of information and Protection of Privacy Act

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