

School District No. 82 (Coast Mountains)

Educational Administration

2125: Anti-Discrimination & Human Rights

Date Adopted: Nov. 1997

Date Revised: Dec 5, 2001

School District 82 supports and endorses the values and objectives contained in the *Canadian Multiculturalism Act*, the *Charter of Rights and Freedoms* and the *B.C. Human Rights Code*. In recognizing the importance of these values, Coast Mountains School District 82 shall prohibit discriminatory conduct which violates the *B.C. Human Rights Code*.

Policy

Coast Mountains School District 82 affirms its commitment to the anti-discrimination principles and values contained in the *B.C. Human Rights Code*.

The Board of School Trustees acknowledges the diversity of Coast Mountains School District 82 communities and shall not tolerate any discrimination within the school district which is contrary to the *B.C. Human Rights Code*.

The Board of School Trustees supports the development and implementation of policies, practices and programs that support the rights and freedoms enshrined in the *B.C. Human Rights Code*, and which promote and foster a learning environment in the school district which emphasizes tolerance, equity, and non-discrimination.

The Board of School Trustees is committed to:

- creating an environment in the school district which promotes non-discrimination consistent with the *Human Rights Code*;
- hiring employees on the basis of merit consistent with human rights laws;
- providing students with educational programs that will assist them in participating in and contributing to a diverse society;
- reducing language and cultural barriers;
- communicating effectively with all students, parents, employees and other partner groups in our diverse community.

Regulations

1. CONDUCT

All students, employees, contractors, visitors, and other users of school district facilities shall be required to conduct themselves in accordance with the Board's commitment to non-discrimination and human rights as set out in Policy # 2125 - *Anti-Discrimination & Human Rights*. Conduct which is not consistent with this policy shall not be tolerated by the Board. In order to ensure that the Board's commitment to fostering and promoting non-discrimination and human rights is communicated effectively, the Board of School Trustees ensure:

1. All facility users shall be informed of this policy.
2. All schools shall include in their school code of conduct clear statements and rules reflecting the Board's commitment as expressed in Policy # 2125 *Anti-Discrimination & Human Rights* to non-discrimination and human rights.
3. Conduct consistent with this policy is considered to be a term and condition of employment for all staff.
4. Allegations of discrimination will be reported to the Principal in the case of students, and to the immediate supervisor in the case of employees.

2. PERSONNEL HIRING AND PROMOTION

The Board recognizes that a sensitivity to human rights and non-discrimination is an important criterion in personnel selection and promotion decisions. As such, the Board is committed to providing equal employment opportunities consistent with the *B.C. Human Rights Code*. The Board also recognizes that promoting diversity in the hiring of its employees provides positive modelling for students and the community.

- 2.1 School District employees responsible for personnel selection shall be provided, where applicable, with training to enhance their sensitivity to human rights issues, including sensitivity to cross-cultural and multicultural hiring issues.
- 2.2 The School District is committed to ensuring that employees working with students are sensitive to human rights issues generally, and also have the cross-cultural skills necessary to effectively assist students with their educational programs and employment opportunities

3. CURRICULUM

The Board of School Trustees endorses 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 intolerance and discrimination that they may encounter in their daily life experiences.

The district is committed to the development and use of instructional materials for use in all appropriate curriculum areas which reflect the history and contributions of minority groups in Canada.

- 3.1 The district shall implement education programs which are directed toward the elimination of racism and discrimination in the school district by promoting and encouraging universal recognition of and respect for basic human rights and fundamental freedoms for all.
- 3.2 The district shall support multicultural, anti-racist and human rights education infused into curricula.
- 3.3 The district will continue to review new and existing curricula, curriculum materials, and other resources for bias.
- 3.4 The district shall support as appropriate the learning and use of heritage language in schools.
- 3.5 The district shall provide students with appropriate guidance and career counselling which recognizes the particular needs of diverse community groups.
- 3.6 Teachers are responsible for ensuring that the curriculum materials they use have received appropriate approval, and do not promote discrimination or intolerance contrary to the *B.C. Human Rights Code*.

4. IN-SERVICE: ANTI-DISCRIMINATION & HUMAN RIGHTS

The district has a continuing goal, the elimination of racism and discrimination through an effective in-service program that promotes attitudinal change. The Board and employees need to be challenged to find ways to achieve this goal.

In-service should include both teaching and non-teaching staff. When appropriate, parents and the community should participate.

Where feasible, in-service regarding a specific culture should be provided by a person of that culture.

- 4.1 In-service programs shall include such topics as Multicultural Education Implementation Anti-Racism, Cross-Cultural Issues, Human Rights, Valuing Diversity and Intervention Strategies.
- 4.2 Newly hired employees should receive in-service on multiculturalism and human rights.

5. ASSESSMENT AND PLACEMENT OF STUDENTS

The Board of School Trustees expects that decisions regarding student assessment and placement will be based upon bona fide 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 *B.C. Human Rights Code*.

Students from minority groups require particular consideration with respect to assessment, evaluation, reporting, placement, and communications with parents.

5.1 All assessment and placement practices and procedures should be free from ethnocultural bias.

5.2 All parents should be made aware of the appeal procedures available to them regarding student assessment and placement decisions.

1. HOME, SCHOOL, AND COMMUNITY RELATIONS

The Board of School Trustees is committed to effective communications among parents/guardians, school and community members. Concerted efforts will be made to consult, inform and involve parents and communities of diverse ethnicities and languages.

6.1 Schools shall include strategies for improving communications and involvement of diverse groups in their school goals.

6.2 The district will provide as feasible appropriate interpretation and translation services.