
Policy 21

ANTI-RACISM & NON-DISCRIMINATION

The District believes in equitable treatment for all individuals regardless of race, colour, ancestry, ethnic origin, religion, socio-economic status, gender, sexual orientation, physical or mental ability, or political beliefs. The letter and spirit of the *Canadian Human Rights Act* and the *B. C. Human Rights Code* shall be carefully observed, enforced, and supported, so that all members of the school community may work together in an atmosphere of respect and tolerance for individual differences.

This practice of anti-racism and non-discrimination shall prevail in all matters of instruction and course selection: in employment, promotion, and assignment of staff; in providing access to facilities; in the choice of instructional materials and the provision of career guidance and counselling; and in all matters pertaining to community relations. Specifically, the District will not tolerate acts of hate, discrimination, or the distribution of discriminatory or hateful discriminatory propaganda and will ensure that administrative procedures dealing with such matters are followed when allegations arise including keeping a record of incidents and steps taken in response to an incident. These administrative procedures include commitments to transparency, clear communication with all involved and a path to resolution for impacted students and staff.

The District acknowledges the racial and cultural diversity of the communities that it serves. Under Canadian laws, all people have the right to their fundamental freedoms and protection from discrimination and racism.

The District supports the elimination of direct and systemic discrimination and racism. The District recognizes racism as a form of discrimination that robs society of the full participation of its members.

The District reaffirms its commitment to eliminating racism and promoting educational and employment equity. Furthermore, the District supports the development, implementation and evaluation of procedures, programs and services that promote and support the principles of Multicultural and Anti-Racism Education.

The District also acknowledges that all members of the school community; staff; students, parents and other stakeholders, share the responsibility for creating a welcoming and inclusive environment which honours and respects everyone. It is the District's responsibility to support all members in their efforts to create a welcoming and inclusive environment for all.

In recognition of the *Canadian Charter of Rights and Freedoms*, the *B.C. Human Rights Code* and the *B.C. Multiculturalism Act*, the District accepts its responsibilities in promoting the spirit of the legislation. Additionally, the District recognizes that the principles of Multicultural and Anti-Racism Education are also embedded in the *Aboriginal Educational Enhancement Agreement* to which it is committed.

The District is committed to:

1. Providing human, material and financial resources to support Multicultural and Anti-Racism procedures;
2. Eliminating ethnocentrism, prejudice, stereotyping, discrimination, hate and racism in any form;
3. Ensuring individuals who are targets of prejudice, discrimination, hate and/or racism are offered support following an incident.
4. Ensuring that all schools' Codes of Conducts make explicit reference to the prohibited grounds of discrimination in the BC Human Rights Code;
5. Developing and supporting an environment that affirms, respects, reflects and celebrates the racial, ethno-cultural and religious diversity of our society;
6. Supporting employment equity, through the provision of effective processes to recruit, retain and develop all staff regardless of the race, colour, ancestry, national or ethno-cultural origin or religion;
7. Supporting educational equity through the provision of quality programs for all learners regardless of their race, colour, ancestry, national or ethno-cultural origin or religion;
8. Creating a workplace environment that values and welcomes diversity.

This policy is supported by Administrative Procedure 170 (Non-discrimination); Administrative Procedure 171 (Racial, Ethnocultural and/or Religious Harassment); Administrative Procedure 350 (District Student Code of Conduct)

Legal Reference: Sections 6, 8, 8.5, 20, 22, 65, 85, 177 School Act
 Human Rights Code
 Multiculturalism Act
 Canadian Charter of Rights and Freedoms

 Criminal Code of Canada
 Collective Agreements

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