Respectful School Communities Policy

1450 | Respectful School Communities Policy

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Date Amended:

The Board of Education recognizes and values the diversity found within its communities and believes that each individual contributes to the strength of the district's culture so all members of the school community learn and work together in an atmosphere of respect and safety, free from discrimination, harassment and/or exclusion.

Accordingly, educational programs, student and adult behaviours, and district operations should promote positive interactions and be anti-racist and free from divisive actions and attitudes based upon: identity, race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression or age, of that person.

The Board further expects that every individual in its care or employ, is treated with respect and understanding within their learning and working communities.

This policy applies to all members of the school district community including, but not limited to, students, staff, trustees, parents and caregivers, volunteers, contractors and other persons who are invited to or who work on Board property.

This policy applies to discrimination or harassment that may take place outside of Board property, but which has the effect of or results in adversely affecting the Board's learning and working communities.

This policy seeks to:

- Support inclusion of all students and employees regardless of real or perceived differences as outlined in the *B.C. Human Rights Code.*
- Ensure that learning and working settings are free from discrimination and harassment.
- Ensure that communications are free from discrimination and harassment.
- Raise awareness and improve understanding of Human Rights and the lives of all people.
- Defines appropriate terms, behaviours and actions in order to prevent discrimination and harassment through greater awareness of/and responsiveness to their harmful effects.
- Promote a systemic response through staff and professional development that strives to identify and address educational practices, policies, and procedures that perpetuate all forms of discrimination.
- Make resources and support services available and visible for students and staff throughout the schools.
- Act collectively to reduce discrimination and other systemic barriers that are faced by students, families, and staff and the community at large.
- Ensure that all complaints are taken seriously and dealt with expeditiously and effectively.

Related Policies and Regulations:

- Ministerial Order No. M89
- School Act: Preamble, Sections 2, 6(1), 75(1), 76(2)(3), 85(1)(1.1)(2), 169(3), and 177
- Statement of Education Policy Order (OIC 1280/89) Mandate for the School System

- Ministerial Order 265/89: School Regulation
- Ministerial Order 276/07: Provincial Standards for Codes of Conduct Order
- Ministry Document: Safe, Caring, and Orderly Schools (2008)
- Ministry Document: Diversity in BC Schools: A Framework (2008)
- Ministry Document: Developing and Reviewing Codes of Conduct: A Companion to the Provincial Standards for Codes of Conduct Ministerial Order (2007)
- BC Ministry of Education – Safe, Caring, and Orderly Schools Resources (see http:www.bced.gov.bc.ca/sco/resources.htm)
- The Constitution Act (1982)
- Multiculturalism Act (RSBC 1996)
- BC Human Rights Code (RSBC 1996, c 210)
- Employment Equity Act (1995)
- Official Languages Act (1985)
- 1390 – Restrictions on Student Use of Personal Digital Devices Policy
- 1410-10 - - District Code of Conduct Regulation
- 1410-20 - - Use and or Possession of Illegal Drugs, Cannabis and Alcohol Regulation
- 1420-10 - - Student Responsibilities, Discipline and Suspension Regulation
- 1430 - - District Discipline Committee Policy
- 1440 - - Diversity in Schools Policy
- 1440-10 - - Multiculturalism Regulation
- 1440-20 - - Sexual Orientation Regulation
- 1510-10A - - Student and or Parent Appeal - Form
- 2310 - - Protection of Students and Maintenance of Order Policy
- 3110-10 – School Bus and Ferry Discipline Regulation
- 4210-20 – Weapons Regulation
- Strategic Plan