



SCHOOL DISTRICT NO. 64

POLICY 215 Diversity

*“Inspire learners, Integrate sustainability,
Involve community”*

Section: Learning and Working Environments
Dates of Revisions: June 13, 2018
Date of Adoption and
Resolution Number: May 8, 2019 – 64/19

Rationale:

The School District No. 64 Board of Education recognizes the right of all students and employees to learn and work in an inclusive environment free from violence, harassment and intimidation in any form. It accepts its responsibility to work with students, staff, parents and community to promote and help sustain learning and working environments in which values expressed in legislation are evident, diversity is respected and supported, and equity is assured.

Policy:

In keeping with the BC Human Rights Code and the societal values enshrined in legislation, the Board of Education accepts its responsibility to work with parents and community to help promote and sustain a discrimination-free society in which diversity is respected and supported, and equity is assured. Accordingly, the board commits to working with everyone in the school district to promote and sustain learning and working environments that,

- a. promote acceptance and understanding;
- b. give voice to all members of the school community;
- c. regardless of race, ethnicity, religion, customs, practices, languages, behaviours, sexual orientation, gender identity/minority/expression, and physical differences
 - ✓ welcome individuals and groups, include them, help them to feel safe and free from violence, bullying harassment and discrimination, and treat them with respect and dignity;
 - ✓ ensure equitable access to and equitable participation in quality education for all students
 - ✓ consistent with its Policy 5300, involve aboriginal communities in the design, delivery, and support of aboriginal programs, services and curriculum that enhance and benefit the learning and development of all;
- d. operate according to policies and procedures that promote fair and equitable treatment for all.

The board expects that school staffs will work with their school communities and, by way of their Codes of Conduct, develop prevention and intervention strategies that address any language or behaviour that degrades, denigrates, labels, stereotypes, or incites violence, hatred, prejudice, discrimination towards, or harassment of others.

References:

- The BC Human Rights Code [RSBC 1996] Chapter 210, as amended July, 2016.
- Statement of Education Policy Order (PDF) (OIC 1280/89) Mandate for the school system.
- School Act, s. 2, 6(1), 75(1), 76 (2)(3), 85 (1)(2), 169 (3).
- Provincial Standards for Codes of Conduct Order (2016)
- Harassment and Bullying Prevention Order (2016)
- Province of British Columbia, Diversity in BC Schools. (PDF)
- Policies 210, 212 and 530