



**XXXX: NON-DISCRIMINATION (AP)**

Revised May 9, 2023

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**BACKGROUND**

The Board of Education is committed to creating an inclusive environment through the elimination of all forms of discrimination and the support of educational and employment equity for all who learn and work in School District 70 Pacific Rim Schools. It also recognizes and celebrates the diversity of the community it serves and believes that each individual contributes to the richness of the School District culture.

**DEFINITION of DISCRIMINATION:**

Any action or behaviour that causes a person to be treated in an unfair, hurtful and negative way. People may discriminate because they have a prejudice against someone or because they have a stereotype of that person. People may discriminate without any intention to hurt someone but someone may still be hurt and disadvantaged by another person's actions and behaviour.

The Board of Education acknowledges that Discrimination:

- Exists and takes many forms, including but not limited to racism, indigenized racism, sexism, misogyny, and homophobia.
- Can be direct or indirect, overt or subtle (microaggressions), intentional or unintentional and exists at institutional and systemic levels.
- Impacts people in different ways, each person's reaction to discrimination is unique, and some members of our school district community face multiple forms of discrimination.
- Can have long term negative consequences on a person's sense of self and /or a person's ability to fully actualize. (The legacy of residential schools).
- Has no one-size-fits-all solution. Different types of discrimination will require different approaches, strategies, and procedures to combat; and
- Constitutes an infringement of a person's equality rights and acts as a barrier to full participation in the school district community and society at large.

**PROCEDURAL REGULATIONS**

**1. Conduct**

1. It is the responsibility of the Board of Education to continue to promote harmony between



peoples in positive ways. When racial incidents are reported to have occurred in our schools, whether they are instigated by students, staff, parents, or other members of the community, they must be addressed.

2. To the victims, the most positive statement that the Board of Education can make is that it will not condone any expression of racial or ethnic discrimination in any form.
3. When an offender will not alter their behaviour and continues to demonstrate discrimination of a racial or ethnic nature, more severe disciplinary measures to eliminate such behaviour are necessary and should be implemented with regard to due process. 3.1 Principals/Supervisors will make it clear at least annually to their staff that racially and ethnically derogatory terms are not accepted under any circumstances.  
  
3.2 Principals/Teachers will make it clear at least annually to their students that racially and ethnically derogatory terms are not accepted under any circumstances.
4. The following procedures regarding the reporting alleged racial incidents are to be followed.
  - 4.1 School personnel witnessing any acts of racism or discrimination will take appropriate action consistent with board policy.
  - 4.2 Any incident arising that contravenes this policy should be reported to the Principal, Supervisor or designate who shall undertake an investigation. Incidents should be dealt with using discretion and judgment in order to promote understanding and appreciation of differences. Discretion does not extend to either refusing to investigate reports or ignoring any incidents.
  - 4.3 The Principal, Supervisor or designate will meet with the individual who was discriminated against to ensure that the situation has been resolved.
5. Students
  - 5.1 When resolution of a racial incident is not possible and/or in the event of recurrence of such incidents, the Principal or designate involved is to arrange for a meeting with the offending student and their parents/guardians.
  - 5.2 If there are further occurrences of such incidents, or if the offence is deemed to be sufficiently serious, the offending student/s should be dealt with under school district Policy 510: Safe, Caring and Orderly Schools.



## 6 Employees

6.1 An employee who repeatedly demonstrates racial or ethnic discrimination or who acts in a discriminatory manner without regard for board policy shall be subject to disciplinary action in accordance with the School Act and/or the Collective Agreement.

6.2 Any employee of the School District 70 Pacific Rim, upon observing or experiencing what they believe to be a form of racial/ethnic prejudice, is directed to inform the alleged offender that their actions appear to be contrary to board policy.

## 2. Personnel Hiring and Promotion

1. The Board recognizes multicultural sensitivity as one of the important criteria to be used in the process of staff selection, and will seek to hire staff who:
  - 1.1. demonstrate a strong sense of self-esteem and pride in their own cultural heritage as well as an appreciation of the background of others,
  - 1.2 have a positive and accepting attitude toward the concept of a racially and culturally diverse society with equal rights and opportunities for all,
  - 1.3 understand and are sensitive to individuals regardless of race or ethnicity,
  - 1.4 demonstrate sensitivity to the needs of indigenous children and children of other visible and ethnic minority groups.

## 3. Curriculum and Student Programs

1. The Board recognizes the school's responsibility in assisting students to develop a strong sense of self-esteem and pride in their own cultural heritage, as well as an appreciation for the backgrounds of others.
2. The Board supports and encourages the use of appropriate indigenous curriculum and resources at all schools and grade levels.
3. Efforts will be made to help students develop cross-cultural competencies consisting of skills, attitudes, and knowledge needed to function in the larger community while retaining an appreciation for their own background.
4. Schools will encourage activities that promote opportunities for children to learn about their own heritage and to develop positive attitudes toward Canada's multicultural diversity.



5. The Board supports International exchange programs which encourage the acceptance and appreciation of cultural diversity.
  6. The Board expects that all schools will hold events during the month of October to educate students about this policy.
4. **In-service**
1. The Board will provide annual opportunities for programs in race relations and human rights for all teaching and non-teaching staff. Such professional development activities will endeavour to equip employees with the skills necessary to relate to people of different racial and ethnic origins with knowledge and sensitivity.
5. **Home, School, and Community Relations**
1. The Board encourages the full participation of parents and students of any ethnic background in the life of their school.
  2. Schools will seek to develop ways in which the school and community can cooperate to cultivate multicultural harmony.
  3. The Board encourages cooperation with other agencies in the promotion of multicultural awareness.
  4. The Board will engage in consultation and ongoing partnership with Indigenous communities through the Indigenous Education Advisory Council and the cultural knowledge keepers of the Haaḥuupčamis Councils in the Valley and West Coast.

**Recognition of School District No. 71 Comox Valley Schools Policy 24: Equity and Non-Discrimination and School District 85 Vancouver Island North Policy No. 5-100 Race Relations.**