

## Human Rights Roles, Responsibilities and Accountability Framework - Summary

This procedure outlines all employees' individual roles and shared organizational responsibilities to uphold human rights and prevent all forms of discrimination.

All DDSB employees have responsibilities – called duty bearer responsibilities – to:

- Promote and protect human rights
- Prevent discrimination/discriminatory barriers
- Respond to and address barriers
- Learn and build capacity about how human rights applies to their specific roles and work
- Correct discrimination when it happens.

In addition, all employees contribute to the DDSB's organizational roles and responsibilities for human rights. As a system, the District's organizational responsibilities are to:

- Make it clear what everyone's rights and responsibilities are
- Provide ways for employees to learn more about human rights and responsibilities
- Address discriminatory barriers
- Put in place fair and accessible processes to raise human rights issues, complaints and accommodation requests, and explain how they will be addressed
- Collect and analyze data to check how we are doing and report on the results.

The procedure lists specific actions for all employees - including the Director of Education (and designates), superintendents, managers, supervisors, system department and corporate services staff, school principals and everyone who works in schools and/or works directly with students and families - to help meet individual and organizational responsibilities and the requirements of the [Human Rights, Anti-Discrimination and Anti-Racism Policy](#).

The DDSB will hold itself accountable to students and to the communities it serves and will show accountability in a variety of ways (for example, through regular data collection and analysis, public reporting, operational strategies, learning plans and performance plans).

Employees who do not meet their individual responsibilities or the requirements of the policy or procedure are subject to appropriate corrective action (which may include discipline up to and including termination, subject to the principles of progressive discipline). For some employee groups, the District may also be required to report the employee to their professional college or association.

For more information about rights, responsibilities and accountability, please read the full [Human Rights Roles, Responsibilities and Accountability Framework](#) and appendices.