

Human Rights, Anti-Discrimination and Anti-Racism Policy – Summary

This policy is for all employees, students, families/caregivers and District community members. It sets out:

- The right to be treated with dignity and respect and to be free from all forms of discrimination in DDSB learning and working environments
- Everyone’s responsibility to treat others with respect and to not discriminate against anyone because of ancestry, race, disability, sex, sexual orientation, gender identity, gender expression, religion/creed or other prohibited grounds of discrimination
- The DDSB’s commitments to identify, prevent and address all forms of discrimination and harassment our services and employment.

The policy is based on legal principles, responsibilities and requirements set out in the [Ontario Human Rights Code](#) and other laws (such as the [Anti-Racism Act](#), [Accessibility for Ontarians with Disabilities Act](#), [Occupational Health and Safety Act](#) and [Education Act](#)) and legal decisions. It also recognizes and respects the distinct rights of Indigenous Peoples and works together with the DDSB’s [Indigenous Education Policy](#), [Indigenous Education Procedure on Classroom Practices: Teaching and Learning](#) and the [Safe and Respectful Workplace and Harassment Prevention Policy](#) and [Complaints Procedure – Human Rights, Safe and Respectful Workplace and Workplace Harassment Prevention](#) (for employees).

The DDSB acknowledges that systemic discrimination and barriers exist in the DDSB’s learning and working environments. The policy outlines:

- The negative effects of discrimination on students, families, employees and communities
- The District’s commitments to promote and protect human rights
- The prohibited grounds of discrimination and types of policy violations
- Specific things the DDSB will do (policy directives and requirements) to uphold human rights and to identify, prevent and address discrimination in classrooms, schools and workplaces
- Rights, responsibilities (including duty bearer responsibilities) and accountability for meeting the requirements of the policy
- Consequences for policy violations
- Key terms used in the policy (Appendix A, Glossary of Terms) and what they mean.

The key principles of the policy are to:

- Listen to students, families and employees who are discriminated against and centre their voices and experiences
- Respect and honour the identities of all community members
- Apply human rights, anti-discrimination and anti-racism principles to all our decisions and actions – to everything we do – to identify, prevent and address discrimination

- Work together with students and communities to help us understand what's working, what isn't and what we need to do differently so that everyone can come to school and work and feel safe, welcome and included
- Continue to learn more about all forms of discrimination in our schools, workplaces and communities
- Let everyone know what steps we are taking to support this work.

The related procedures give more information about how we will do this work, meet the duty to accommodate, address human rights issues and complaints, uphold responsibilities and be accountable to the students and communities we serve.

For more information about human rights and responsibilities, including specific policy directives and policy violations, please read the full [Human Rights, Anti-Discrimination and Anti-Racism Policy and procedures](#).