

## Human Rights, Anti-Discrimination and Anti-Racism Procedure – Summary

This procedure outlines requirements for all staff to put the [Human Rights, Anti-Discrimination and Anti-Racism Policy](#) into action. It focuses on steps employees must take to protect human rights and prevent all forms of discrimination in classrooms/schools, system departments and across the District.

All schools and system departments are required to carefully examine their work and their existing practices (what they do and how they do it) and create and implement action plans to prevent discrimination in their work. These plans must apply the requirements and principles of (among other things) the [Ontario Human Rights Code](#), [Anti-Racism Act](#), [Accessibility for Ontarians with Disabilities Act](#), Universal Design for Learning and inclusive design. In addition, all employees must reflect on their individual practices and decision making in their specific roles.

The procedure outlines where and how discrimination and racism can happen in our schools and workplaces, as well as specific actions we will take to promote human rights and to proactively prevent and stop discrimination. Within the scope of their role/position, employees must apply human rights, anti-discrimination and anti-racism principles in/to:

- Classrooms and schools - what we teach, how we teach, classroom management, discipline practices and creating safe, respectful, welcoming, inclusive, equitable and accessible class environments, guidance practices, assessments, learning activities and events
- Community engagement and partnerships – school councils, parent/family engagement and committees, groups and organizations we work with
- Supports for students – programs, resources, other supports and professional services for students, including mental health and well-being initiatives
- System departments, supports for schools and corporate services – recruitment, human resources, professional development and leadership, programs and services for employees, new buildings and physical spaces, student transportation services, financial and business planning, communications and all other corporate services
- Organizational practices – recommendations to the Board of Trustees (including policies), and new initiatives, procedures, strategies and plans.

The District will develop an evaluation plan and will collect and analyze data to identify and address potential systemic issues and trends. We will regularly share information so that all community members know what we are doing and how we are doing it. We will also report on our progress in meeting the objectives of the [Human Rights, Anti-Discrimination and Anti-Racism Policy](#) and [procedures](#).

For more information about the steps the District is taking to uphold and support human rights and prevent discrimination, please read the full [Human Rights, Anti-Discrimination and Anti-Racism Procedure](#).