



Human RIGHTS

POLICY CONSULTATIONS

PHASE 2

Explainer Video - Script

Navigating human rights roles, and responsibilities is new for some people.

That's why the Durham District School Board (DDSB) is making these rights and responsibilities clear by developing a new policy and procedures to help us all understand how the Human Rights Code applies in our schools and workplaces.

This means outlining our individual:

Rights

Responsibilities

And accountabilities – what happens if responsibilities are not met.

We are addressing and creating processes around:

Human rights, anti-discrimination, and anti-racism – helping us better understand where discrimination and racism can happen, what forms they can take, and what we can do to prevent and stop them;

A human rights roles, responsibilities, and accountabilities framework for employees;

Accommodation processes and inclusive design procedures that benefit everyone, with a focus on unique barriers based on disability, creed or religion, gender identity, and gender expression;

Choices for students and families about how to raise human rights issues and complaints, and how we will resolve them;

Updating and revising our current workplace harassment policy and procedure to include expectations for safe and respectful working environments for all employees, free from discrimination;

And fact sheets to outline the rights of DDSB community members.

Together, this will reinforce the DDSB's commitment to human rights and inclusion and to treating every member of our community with dignity and respect.

We are seeking your feedback on our [draft Human Rights Policies and Procedures](#).

Please visit [DDSB.ca](https://www.ddsbc.ca) to complete the [survey](#) and let us know what you think!