

FAQs: Frequently Asked Questions

1. Why do we need a human rights policy?

Protecting human rights is the law – and it's also the right thing to do. A policy will help us share information about what your rights are and how to help protect these rights for everyone.

2. Why are you consulting on the policy?

Your voice matters and is important to us. The DDSB values the identities, experiences and perspectives of the diverse communities the DDSB serves. It's important to hear from everyone.

3. Who are you consulting with?

We are reaching out to all students, parents/caregivers and employees. We also invite feedback from DDSB community partners, groups and members of the public.

We are also seeking input from DDSB's student, staff and school/community groups and committees, such as:

- Student Trustees and Student Senate
- Indigenous Education Advisory Circle
- Board committees (Parent Involvement Committee, Special Education Advisory Committee and Diversity and Equity Steering Committee)
- Accessibility Committee
- Employee unions and federations
- Affinity Groups (Keenanow Indigenous Educators Network (KIEN), [Durham Black Educators Network \(DBEN\)](#), [Durham Educators Network for South Asians \(DENSA\)](#), Durham Pride Network and the [Muslim Educators Network of Durham \(MEND\)](#)).
- School Community Councils

4. How are you consulting?

We are sharing information through school newsletters, the DDSB website and social media, and other messages directly to students, parents/caregivers and employees to invite everyone's input on the policy.

5. How can I get involved?

You can have your say by December 8, 2020 by:

- Filling out this short [survey](#) and/or participating in the [Thoughtexchange](#)
- Sending your input directly to humanrightspolicy@ddsb.ca or 905-666-6396
- Virtual meetings: Upcoming consultations will be posted on our webpage.

Note: Due to the current COVID-19 restrictions on gatherings, we are unable to host in person group meetings at this time.

6. What will you do with my information?

We are not asking you to give us any personal information. We want to hear your thoughts on a human rights policy. The survey and Thoughtexchange are anonymous. Your answers will be kept confidential.

The survey and Thoughtexchange answers will be grouped into themes to help write the policy and procedures. The themes may also be used to develop training, tools and resources to help everyone understand their rights, roles and responsibilities.

7. When is the consultation happening?

In October and November, we are seeking feedback on our policy and consultation plan. We will consult again on the draft policy and procedures, once they are written.

8. When will the policy be ready?

We expect that the draft policy will be ready in spring 2021, and the final board approved policies by June 2021.

9. What do I do if I have a human rights issue or complaint now?

Tell us. The DDSB takes these matters very seriously. The DDSB has resources and staff (for example, teachers, support staff, vice principals, principals, superintendents and various departments such as Indigenous Education, Equity and Inclusive Education, Safe Schools, Inclusive Student Services, Mental Health and Well Being, Human Rights and Equity Advisor, Human Resource Services, etc.) to help schools and workplaces respond to and prevent discrimination and make learning and working environments more inclusive and welcoming for everyone.

- **Students/parents:** Please contact your teacher or school principal. They will review the issue, consult with DDSB resources/staff and resolve the matter as quickly as possible. This may include a plan for restorative action where appropriate. Click [here](#) to find your school.
- **Employees:** Please contact your union representative (where appropriate), your manager/supervisor, or Human Resource Services.

10. How will the policy help? What will be different?

The policy and procedures will help set out everyone’s human rights, and their roles and responsibilities for protecting human rights. It will also have information about filing complaints, what happens with them and who is responsible for preventing and addressing discrimination.

11. Where can I find more information?

For more information, please:

- Visit the DDSB human rights policy and consultation [webpage](#)
- View this [presentation](#)
- Read about human rights:
 - DDSB human rights [webpage](#)
 - [Human Rights Code](#)
 - [Ontario Human Rights Commission](#)

If you need alternative formats or Human Rights Code related accommodation or communications support to participate, please contact humanrightspolicy@ddsb.ca or 905-666-6396.