



## POLICY AND CONSULTATION SUMMARY

### What are we doing?

The DDSB is writing a human rights policy and procedures to help everyone understand their human rights, roles and responsibilities in DDSB working and learning spaces (for example, schools, offices and school or work events) so that:

- Everyone is treated with dignity and respect and they feel welcome, safe and included
- No one is treated differently, harassed or discriminated against because of their ancestry, race, sex/gender, disability, sexual orientation, gender identity, gender expression, creed/religion or other human rights related characteristics.

### Why are we doing this?

It's the law and it's the right thing to do. The DDSB has some policies in place, and a human rights policy will help make our legal obligations clearer for everyone.

### What will the policy include?

This is a **summary** of the policy framework and what information will go into the policy:

- What human rights means
- What the laws are and what they say
- Why human rights are important for DDSB
- Why DDSB should have a human rights policy
- What the Human Rights Code grounds are (for example, ancestry, race, sex, disability, gender identity and gender expression, sexual orientation, creed/religion, etc.) and what they mean
- What human rights-related words mean [for example, discrimination, racism (all kinds, including anti-Indigenous, anti-Black racism, Islamophobia, antisemitism, etc.), sexism, ableism, homophobia, transphobia and other kinds of discrimination]
- How human rights and discrimination affect students, families/caregivers, employees and communities
- What everyone's human rights are in DDSB schools and workplaces
- What everyone's human rights roles and responsibilities are in DDSB schools and workplaces
- How to have a positive, safe, welcoming, inclusive and respectful classroom for students
- How to have a positive, safe, welcoming, inclusive and respectful workplace for employees
- How to make a human rights complaint and what steps will be taken (complaints process, timelines, etc.)
- Looking at other culturally relevant and responsive ways to address human rights issues
- Who is accountable for human rights and how they will be held accountable
- Ways to stop discrimination from happening (being proactive, not being involved in discrimination, addressing barriers, taking stronger anti-discriminatory actions)

- Giving everyone information about human rights and how to stop discrimination from happening (for example, training, resources and other information)
- Doing research and collecting data to see if the policy is doing what it is supposed to do and to help show where it might not be working well (data collection, analysis and monitoring)
- Telling students, parents/caregivers, employees and the public what's going on with human rights issues at the DDSB – what's working well and what do we need to do differently (how we communicate and report about human rights)

### Who are we consulting with?

This is summary of how and how we will be consulting. We would like to hear from:

- Students
- Student Trustees and Student Senate
- Employees (all staff, including school staff, administration, board office staff, contractors, volunteers, managers, senior leaders, etc.)
- Unions and federations
- DDSB Indigenous Education Advisory Circle
- DDSB Affinity Groups
  - Keenanow Indigenous Educators Network (KIEN)
  - Durham Black Educators Network (DBEN)
  - Durham Educators Network for South Asians (DENSA)
  - Muslim Educators Network of Durham (MEND)
  - Durham Pride Network
- Parents, guardians and caregivers
- School Community Councils (SCCs)
- DDSB's Accessibility Committee
- Board committees (Diversity & Equity Steering Committee, Special Education Advisory Committee, Parent Involvement Committee)
- DDSB Board of Trustees
- General public/DSDB community members, community groups, agencies and partners

### How are we sharing information about the policy and consultation?

- DDSB website and social media ([Twitter](#), [Instagram](#), [Facebook](#))
- School newsletters, SchoolMessenger, school signs, morning announcements
- Board Committee meetings (Special Education Advisory Committee, Parent Involvement Committee, Diversity and Equity Steering Committee) and other meetings
- Videos

### How can everyone have their say?

- Online Surveys/Thoughtexchanges
- Telling DDSB by phone or email (giving written, verbal or audio/video feedback)
- Board committee meetings (Special Education Advisory Committee, Parent Involvement Committee, Diversity and Equity Steering Committee)
- Virtual meetings: upcoming consultations will be posted on our webpage

If you need alternative formats or Human Rights Code related accommodation or communications support to participate, please contact [humanrightpolicy@ddsb.ca](mailto:humanrightpolicy@ddsb.ca) or 905-666-6396.