



Human RIGHTS
POLICY CONSULTATIONS
PHASE 2

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

This new policy is for all employees, students, families/caregivers and District community members. It helps us all understand how the Human Rights Code applies in our schools and workplaces.

The policy recognizes and respects the distinct rights of Indigenous Peoples and works alongside the DDSB's new [Indigenous Education Policy](#) and [Procedure](#).

Everyone has the right to be treated with dignity and respect, and to not experience discrimination, racism and harassment in our schools and workplaces.

Along with these rights, we all have responsibilities 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 [Human Rights Code](#) grounds.

In addition, all employees must:

- Protect human rights
- Prevent and stop discrimination and racism
- Respond to issues and discriminatory barriers, including the duty to accommodate
- Learn about how human rights apply to our work
- Correct discrimination when it happens.

The policy tells us what kinds of discriminatory behaviours are not allowed, and what the DDSB will do if discrimination happens in our schools or workplaces.

It also explains how we will 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.

The key principles of the policy are to:

- Listen to students and centre their experiences
- Respect and honour the identities and strengths of all community members
- Apply human rights, anti-discrimination and anti-racism principles to all our decisions and actions – to everything we do

- Work together with communities to identify, prevent and address discrimination
- Continue to learn more about discrimination and racism in our schools, workplaces and communities
- Let everyone know what steps we are taking to support this work.

The policy also has a [list of definitions \(on page 13\)](#) to explain some of the words we use in the policy.

The procedures give more information about how we will do this work, meet our duty to accommodate and address human rights issues and complaints.

Learn more about [human rights and our policy development](#) and [consultation process](#).

[And have your say!](#)