



**Human RIGHTS**  
POLICY CONSULTATIONS  
PHASE 2

## **Summary – Draft Human Rights Roles, Responsibilities and Accountability Framework**

This framework gives more information about employees' roles and responsibilities for upholding human rights and preventing discrimination and racism in our work.

It includes specific responsibilities for:

- The Director of Education (and designates).
- Superintendents, managers, supervisors and school principals.
- All employees including those who work in schools and/or work directly with students and families.

The framework also explains what we will do as a system/organization to:

- Make it clear what everyone's rights and responsibilities are.
- Provide ways for employees to learn more about human rights and responsibilities.
- Address discriminatory barriers.
- Put in place fair and accessible processes to raise human rights issues, complaints and accommodation requests, and explain how they will be addressed.
- Collect and analyze data to check how we are doing and report on the results.

The framework also outlines how we will hold individuals and the organization accountable for human rights, and let communities know how we are meeting these requirements.