

SCHOOL DISTRICT 54
(Bulkley Valley)

DIVERSITY & NON DISCRIMINATION

4.380

PREAMBLE

The Board recognizes that students and school community members of visible or non-visible minority groups face a unique set of challenges within our schools and communities. The Board recognizes the right of all employees and students to work and learn in an environment free of any form of discrimination. The intent of this policy is to ensure that an environment of tolerance, respect and diversity is fostered, promoted and supported throughout the district's working and learning community. The Board believes in equitable treatment for all individuals regardless of race, ethnic origin, physical or mental ability, gender identity or sexual orientation.

POLICY

The Superintendent's Office, through the establishment and periodic review of codes of conduct, district and school-based policy and procedures, shall ensure that the working and learning environment is free from any discrimination as defined by the Human Rights Code of BC, Canadian Human Rights Act and Canadian Charter of Rights and Freedoms. Further, the Superintendent's Office shall ensure that schools foster, promote and support a climate of understanding and mutual respect where all are equal in dignity and rights.

VALUES

In its consideration of this policy, the Board of Education was guided by its *respect* for diversity and its *responsibility to provide for an environment of non-discrimination*.

Amended: March 21, 2017
Amended:¹ March 19, 2013
Adopted: October 15, 1991

¹ Amalgamated with 4.340 Non-Sexist and Non-Racist Working & Learning Environment