

POLICY

SECTION:	HUMAN RESOURCES - GENERAL	POLICY:	E-09
TOPIC:	HUMAN RIGHTS	PAGE:	1 of 1
		DATE:	November 2014
REVIEW DATE:	November 2019	REVISED:	

The District School Board of Niagara (DSBN) is committed to maintaining a learning and working environment which actively promotes and supports human rights.

The DSBN is committed to meeting its obligation under the *Canadian Charter of Rights and Freedoms* (CCRF) and the *Ontario Human Rights Code* (OHRC) by providing safe schools and workplaces that respect the rights of every individual. Every DSBN student and employee has the right to be part of a learning and working environment that is free of discrimination and harassment.

Under this Policy, the DSBN upholds and supports the right to equal treatment without discrimination based on the following grounds found in the OHRC:

- citizenship
- race
- place of origin
- ethnic origin
- colour
- ancestry
- disability
- age
- creed
- sex (including pregnancy and breastfeeding)
- gender identity
- gender expression
- family status
- marital status (including single status)
- sexual orientation
- receipt of public assistance
- record of offences (in employment only)

Under this Policy, the DSBN upholds and supports the right to equal treatment without discrimination based on the following grounds found in the CCRF:

- race
- national or ethnic origin
- colour
- religion
- sex
- age
- mental or physical disability

The purpose of this Policy is to assist in the prevention of discrimination and harassment through greater awareness of, and responsiveness to, their negative or injurious effects and to ensure that human rights issues are dealt with expeditiously and effectively through consistently applied policy and procedures.

Staff and students of the DSBN who feel they have been the subject of a Human Rights Code violation citing discrimination or harassment, may initiate a complaint under the DSBN's Administrative Procedure 5-10: Human Rights Discrimination/Harassment Complaint Process.

References

Policy E-02: Sexual Harassment
 Policy E-12: Accommodating Staff with Disabilities and Injuries
 Policy E-11: Equity and Inclusive Education
 Policy G-08: Discipline Policy (Code of Student Behaviour)
 Administrative Procedure 5-01: Sexual Harassment
 Administrative Procedure 5-10: Human Rights Discrimination/Harassment Complaint Process
 Administrative Procedure 6-06: Equity and Inclusive Education Compliance Guidelines