

Saying to Discrimination

The Surrey Board of Education is committed to the prevention of unlawful discrimination, and does not accept any action of intolerance or discriminatory treatment of students or staff on the basis of:

- *a person's race, colour or creed*
- *gender*
- *religion*
- *disability*
- *political affiliation*
- *sexual orientation*
- *other reasons prohibited by the Human Rights Code and the Charter of Rights and Freedoms*

(Subject to bona fide exceptions outlined in the Human Rights Code such as affirmative action)

What is discrimination?

Discrimination involves inappropriate comments or actions that relate to the attributes listed. It also includes disparagement by slurs, jokes, graffiti, stereotyping, teasing, threats, harassment, intimidation, abuse, violence and systemic discrimination.

What is the impact of discrimination?

Everyone suffers when discrimination occurs. People may feel humiliation, or anxiety. Learning and working relationships may break down. Tension and an escalation of inappropriate conduct may permeate the environment

What should you do in cases of discrimination?

Students: A student who feels that he or she has been discriminated against or who witnesses discrimination may discuss the concerns with the

person causing the discrimination or, if preferred, with his or her teacher, a counsellor or principal.

Employees: An employee who feels that he or she has been discriminated against or who witnesses discrimination may discuss the concern with the person causing the discrimination or, if preferred, with his or her immediate supervisor unless the concern is with the supervisor, in which case it should be discussed with an appropriate district supervisor or manager.

Employees should also refer to the applicable collective agreement for direction.

What can the school district do?

The Surrey School District is committed to providing learning and working environments which are free from discrimination.

The school district expects that students and staff treat each other with mutual respect. It also encourages people to speak out when acts of discrimination occur. The district will take appropriate actions against those who are discriminatory.

- **All staff** have a responsibility to deal with acts of discrimination. Where reported incidents are not satisfactorily resolved, they shall be reported to an administrative officer or supervisor for action, and, if appropriate, recorded for future reference.
- **Teachers** have the responsibility for identifying racial and discriminatory bias as it may be present in the curriculum.