

## **REGULATION #10900.1**

### **ANTI-DISCRIMINATION & HUMAN RIGHTS**

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#### **1. APPLICATION OF POLICY**

##### **1.1. Prohibited Grounds of Discrimination under the *Human Rights Code***

The *Human Rights Code* provides protection for persons who have historically been discriminated against in our society. The *Code* prohibits discrimination in the provision of accommodation, services and facilities customarily available to the public on the following grounds: race, colour, ancestry, place of origin, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, or age of that person or class of persons.

The *Code* prohibits discrimination in employment on the above grounds with the exception that age is limited to “that person” and not “class of persons”. In addition, the *Code* also prohibits discrimination in employment on the basis of political belief, age or because the person has been convicted of a criminal or summary offence that is unrelated to the employment or intended employment of that person.

##### **1.2. Exceptions under the Human Rights Code**

The *Human Rights Code* provides for certain exceptions to the above prohibition. The *Code* does not prohibit discrimination in the provision of accommodation, services and facilities customarily available to the public on the basis of sex, if the discrimination relates to the maintenance of public decency or to the determination of premiums or benefits under contracts of life or health insurance, or, on the basis of physical or mental disability, if the discrimination relates to the determination of premiums or benefits under contracts of life or health insurance.

The *Code* also does not prohibit discrimination in employment as it relates to age, to a bona fide scheme based on seniority, or as it relates to marital status, physical or mental disability, sex or age, to the operation of a bona fide retirement, superannuation or pension plan or to a bona fide group or employee insurance plan. Additionally the prohibition against discrimination in employment does not apply with respect to a refusal, limitation, specification, or preference based on a bona fide occupational requirement.

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#### **2. CONDUCT**

All students, employees, contractors, visitors, and other users of School District No. 36 (Surrey) facilities shall be required to conduct themselves in accordance with the Surrey Board of Education's commitment to non-discrimination and human rights as set out in [Policy #10900 – Anti-Discrimination & Human Rights](#). Conduct which is not consistent with this policy shall not be tolerated by the board. In order to ensure that the board's commitment to fostering and promoting non-discrimination and human rights is communicated effectively, the board shall ensure:

- 2.1. All facility users shall be informed of this policy.
- 2.2. All schools shall include in their school code of conduct clear statements and rules reflecting the board's commitment as expressed in [Policy #10900](#) to non-discrimination and human rights.
- 2.3. Conduct consistent with this policy is considered to be a term and condition of employment for all staff.
- 2.4. Allegations of discrimination will be reported to the principal in the case of students, and to the immediate supervisor in the case of employees.

#### **3. PERSONNEL HIRING AND PROMOTION**

The board recognizes that sensitivity to human rights and non-discrimination is an important criterion in personnel selection and promotion decisions. As such, the board is committed to providing equal employment opportunities consistent with the *B.C. Human Rights Code*. The board also recognizes that promoting diversity in the hiring of its employees provides positive modelling for students and the community.

- 3.1. School district employees responsible for personnel selection shall be provided, where practicable, with training to enhance their sensitivity to human rights issues, including sensitivity to cross-cultural and multicultural hiring issues.
- 3.2. The school district is committed to ensuring that employees working with students are sensitive to human rights issues generally, and also have the cross-cultural skills necessary to effectively assist students with their educational programs and employment opportunities.

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#### **4. CURRICULUM**

The board endorses curricular goals and learning objectives that provide students with the necessary knowledge, skills and attitudes to contribute to a society that is free of discrimination, and which will allow students to deal constructively with intolerance and discrimination that they may encounter in their daily life experiences.

The district is committed to the development and use of instructional materials for use in all appropriate curriculum areas which reflect the history and contributions of minority groups in Canada.

- 4.1. The district shall implement education programs which are directed toward the elimination of racism, homophobia and discrimination in the school district by promoting and encouraging universal recognition of and respect for basic human rights and fundamental freedoms for all.
- 4.2. The district shall support multicultural, anti-racist, anti-homophobic and human rights education infused into curricula.
- 4.3. The district will continue to review new and existing curricula, curriculum materials, and other resources for bias.
- 4.4. The district shall support as appropriate the learning and use of heritage languages in schools.
- 4.5. The district shall provide students with appropriate guidance and career counselling which recognizes the particular needs of diverse community groups.
- 4.6. Teachers are responsible for ensuring that the curriculum materials they use have received appropriate approval, and do not promote discrimination or intolerance contrary to the *B.C. Human Rights Code*.

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#### **5. IN-SERVICE ANTI-DISCRIMINATION & HUMAN RIGHTS**

The district has a continuing goal, the elimination of racism and discrimination through an effective in-service program that promotes attitudinal change. The board and employees need to be challenged to find ways to achieve this goal.

In-service should include both teaching and non-teaching staff. When appropriate, parents and the community should participate.

Where feasible, in-service regarding a specific culture should be provided by a person of that culture.

- 5.1. In-service programs shall include such topics as Multicultural Education Implementation, Anti-Racism, Cross-Cultural Issues, Human Rights, Valuing Diversity and Intervention Strategies.
- 5.2. Newly hired employees should receive in-service on multiculturalism and human rights.

#### **6. ASSESSMENT AND PLACEMENT OF STUDENTS**

The board expects that decisions regarding student assessment and placement will be based upon bona fide consideration of a student's educational needs, aptitudes and abilities, and it will not tolerate discrimination in the provision of instructional programs and services contrary to the *B.C. Human Rights Code*.

Students from minority groups require particular consideration with respect to assessment, evaluation, reporting, placement, and communications with parents.

- 6.1. All assessment and placement practices and procedures should be free from ethnocultural bias.
- 6.2. All parents should be made aware of the appeal procedures available to them regarding student assessment and placement decisions.

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**7. HOME, SCHOOL AND COMMUNITY RELATIONS**

The board is committed to effective communications among parents/guardians, school and community members. Concerted efforts will be made to consult, inform and involve parents and communities of diverse ethnicities and languages.

7.1. Schools shall include strategies for improving communications and involvement of diverse groups in their school goals.

7.2. The district will provide as feasible appropriate interpretation and translation services.

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