

ADMINISTRATIVE PROCEDURE NO. 511

RESPECT FOR HUMAN DIVERSITY

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Human diversity includes all the ways in which human beings are both similar and different. Respect for diversity means accepting and respecting differences in people and their unique circumstances. Diversity may include, but is not limited to, gender identity, sexual orientation, age, ethnic origin, ancestry, culture, socio-economic status, religion, family status, and mental and physical disability.

North East School Division subscribes to the fundamental principle that all persons are equal in dignity and rights. Acts of discrimination based on these or other differences protected by law shall not be tolerated in Board-operated schools, learning environments and workplaces. The development and implementation of policies, procedures, practices and programs shall reflect and promote everyone's right to equal concern and respect, and provide an environment which promotes and fosters growth, harmony and equality of opportunities for all students and staff members.

PROCEDURE

1. Guiding Principles

North East School Division recognizes that the underlying principle of human rights is the recognition of the individual worth and dignity of every person. The Division is committed to the following guiding principles toward ensuring safe, respectful and inclusive school and work environments:

- a. **Commitment to Be your Best:** We are committed to the pursuit of excellence and the achievement of one's personal best.
- b. **Responsible:** We are committed to individual and organizational accountability.
- c. **Inclusive:** We are committed to a culture of mutual respect which is responsive to the diversity among people.
- d. **Cooperative:** We are committed to collaborative relationships fostered by open communications.
- e. **Ethical:** We are committed to conducting ourselves with integrity and compassion.

2. Roles and Responsibilities

All North East employees, students and the Board of Education are responsible for:

- a. Modeling respect for human diversity;

- b. Understanding that equity and inclusive principles apply to everyone;
- c. Using inclusive and respectful language and approaches in all interactions;
- d. Assuming responsibility for examining and taking steps to modify behaviours that are inconsistent with equity and inclusive practices;
- e. Reporting matters of harassment and discrimination in compliance with the Division's policies and procedures;
- f. Providing materials, resources and activities that represent the diversity, values, backgrounds and experiences of all; and
- g. Supporting students on issues of human diversity and empowering them to treat each other with dignity and acceptance.

3. Education, Training and Professional Development

- a. The Division will strive to ensure that education, training and professional development is provided for employees to develop awareness, knowledge, skills and attitudes necessary to support employees and students on issues regarding human diversity.
- b. The Division will consult with other agencies, associations and community groups that offer consultation or assistance in strengthening the school division's approach to human diversity and access to educational services.

4. Dealing with Discrimination and Harassment

- a. Discrimination and harassment, or any expression thereof will not be tolerated and any such incident will be dealt with according to processes outlined in applicable policies and procedures.