



EQUITY AND INCLUSION

Legal References: *Ontario Human Rights Code; Education Act; Canadian Charter of Rights and Freedoms*

Related References:

Effective Date: *May 29, 2006*

Revisions: *November 27, 2006*

Reviewed:

1. Preamble

The Waterloo Region District School Board is committed to the principles of equity through inclusive programs, curriculum, services, and operations in accordance with the Ontario Human Rights Code, the Education Act, and the Canadian Charter of Rights and Freedoms. It is the policy of the Board to create and maintain an environment where every student, employee, parent, community member, and trustee has the right to freedom from discrimination or harassment because of race, ancestry, place of origin, colour, ethnic origin, citizenship, religion, creed, sex, sexual orientation, gender identity or expression, age, marital status, family status, or ability.

The Board values the contribution of all members of our diverse community of students, staff, parents, and community groups to our mission and key priorities. The Board supports the diversity of students, staff, and parents that make up its school community.

The Board's policies, procedures and practices will be developed, understood, implemented, and continually evaluated to ensure fair and equitable educational, social, and employment opportunities for students, staff and community partners. The Board will seek out and remove systemic and attitudinal barriers and biases to learning and employment opportunities that have a discriminatory effect on any individual.

In order to provide a safe, inclusive environment free from inequity, discrimination and harassment, implementation plans will be developed to address the following ten major areas of focus:

- Board policies, guidelines, and practices;
- leadership;
- school-community partnership;
- curriculum;
- student languages;
- student evaluation, assessment, and placement;
- guidance and counselling;
- harassment including that related to race, ancestry, place of origin, colour, ethnocultural background, citizenship, religion, creed, sex, sexual orientation, gender identity or expression, age, marital status, family status, and/or ability;
- employment practices;
- staff development.