

**SCHOOL DISTRICT NO. 78 (FRASER-CASCADE)**

**POLICY**

NO. 6205  
DATE: 99-01-12  
REVISED: 2008-01-22  
2011-11-01  
2013-04-23

SUBJECT: **DISCRIMINATION**

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The Board of Education will not tolerate any form of discrimination by, or against, any officer, employee, or pupil of School District No. 78 (Fraser-Cascade).

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**REGULATIONS**

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1. **Definition**

Discrimination for the purposes of this regulation shall have the meaning ascribed to it under the B.C. Human Rights Code.

**Equality Rights**

From the Canadian Charter of Rights, 15.(1) states:

*“Every individual is equal before and under the law and has the right to the equal protection and equal benefit of the law without discrimination and, in particular, without discrimination based on race, national or ethnic origin, colour, religion, sex, age or mental or physical disability.”*

In addition to the above, the Board of Education will promote a safe environment, free from harassment and discrimination, by encouraging pro-active strategies and guidelines to ensure that lesbian, gay, bisexual, transgender, questioning (LGBTQ), and intersex students, employees and families are welcomed and included in all aspects of education and school life and treated with respect and dignity.

2. **Procedure**

- a) Parents and students who become aware of any discrimination are expected and encouraged to bring the issue or concern to the attention of their school principal. If the concern is not satisfactorily resolved they are encouraged to advise the Superintendent of Schools of the concern.
- b) The Superintendent will be responsible for ensuring that appropriate action is taken to respond to any formal or written allegation of discrimination.
- c) All investigated cases of alleged discrimination will be reported to the Board of Education by the Superintendent.
- d) If the allegation warrants, the Superintendent will recommend a course of action to the Board of Education.

- e) The Board will ensure that all teaching and support staff receive necessary training to assist them to acquire a greater understanding related to:
  - i) Information and issues surrounding sexual minorities and protected Charter categories (see Definition section above);
  - ii) The scope and impact of discrimination related to sexual orientation and gender identity as well as protected Charter categories.
  
- f) Social responsibility, including information and attitudes related to sexual minorities is not assigned to a particular grade, but within each school. Staff will take action to ensure the school is more welcoming for all and safe for sexual minority students. The School Code of Conduct will include language that prohibits discriminating language, and behaviors toward students, employees, and others on their real or perceived sexual orientation, gender or other differences including protected Charter categories.