
POLICY 2.20 – COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION

We acknowledge that the conversation of racism, equity, inclusion, and cultural diversity is constantly evolving and changing. Under Canadian laws, all individuals have the right to their fundamental freedoms and protection from discrimination and racism. It is important to embrace positive change as a community, sharing the responsibility for creating a welcoming and inclusive environment that honours and respects everyone.

The Board of Education of the Fraser-Cascade School District is committed to the equitable treatment of all students, employees, Rightsholders, and school district stakeholders, regardless of their ancestry, country of origin, ethnicity, cultural background, age, sexual orientation, gender identity and expression, physical and intellectual ability, or any other personal characteristic. The Board will ensure that all students, employees, Rightsholders, and school district stakeholders are provided with a safe and respectful environment to work, learn, and prosper.

Commitments

The Board is committed to developing and promoting positive values by:

- Ensuring inclusion of all students, employees, and their respective families, regardless of their ancestry, country of origin, ethnicity, cultural background, age, sexual orientation, gender identity and expression, physical and intellectual ability, or any other personal characteristic in all aspects of school life.
- Aligning our district code of conduct with appropriate expectations, language, behaviors, and actions to prevent discrimination or harassment based on ancestry, country of origin, ethnicity, cultural background, sexual orientation and expression, gender identity, physical and intellectual ability, or any other personal characteristic.
- Ensuring that complaints of discrimination or harassment based on real or perceived racism, sexism, ableism, homophobia, transphobia, or any other form of discrimination are taken seriously and dealt with expeditiously and effectively through consistently applied policies and procedures as stated in our district code of conduct.

Related Legislation: BC *School Act* RSBC 1996, Sections, 65, 85, 177

BC Declaration on the Rights of Indigenous Peoples Act, SBC 2019

BC Human Rights Code, RSBC 1996

BC Multiculturalism Act, RSBC 1996

BC Workers' Compensation Act, RSBC 2019

BC Occupational Health Safety Regulations, BC296/97

Canadian Constitution Act, 1982, with the *Canadian Charter of Rights and Freedoms*

Canadian Human Rights Act, RSC 1985

Canadian Multiculturalism Act, RSC 1985

Criminal Code, RSC 1985

Related Contract : Fraser-Cascade Teachers' Association Articles E.1, E.2, E.24, E.26

Construction, Maintenance and Allied Workers Bargaining Council Local 2423 Article 22

Adopted: 2025-02-18

Policy 2.20 - Commitment to Diversity, Equity and Inclusion

- Raising awareness, offering ongoing learning (including resources), and implementing practices that will support Truth and Reconciliation, accessibility and celebrate the diverse communities within the Fraser-Cascade School District and our global community.

These values align with the *Canadian Charter of Rights and Freedoms*, the *Canadian Human Rights Act*, the BC Human Rights Code, the *Declaration on the Rights of Indigenous Peoples Act*, Occupational Health and Safety Regulations and the Collective Agreements between: the Fraser-Cascade School District, and the Fraser-Cascade Teachers' Association, and Construction, Maintenance and Allied Workers Canada.

This policy framework aims to comprehensively address various forms of discrimination, ensuring an inclusive and supportive environment for all individuals in the Fraser-Cascade School District.

IMPLEMENTATION AND REVIEW

The district will continuously review and update this policy to ensure its effectiveness and alignment with current legal standards and community needs.

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