



## Administrative Procedure 170

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# ANTI-HARASSMENT AND ANTI-DISCRIMINATION

## Background

The District is committed to providing an educational environment that is safe, welcoming, respectful and affirming for all students, families and staff. The District recognizes and values diversity within the community and all schools foster and promote inclusive and accepting cultures throughout the District.

The District recognizes that historically disadvantaged groups face systemic and historic barriers that may have profound social consequences including discrimination, harassment, physical and sexual violence, social and emotional isolation, substance abuse, homelessness, school truancy and drop-out, self-harm and suicide.

For these reasons the District will strive to promote safe environments, free from fear, harassment and discrimination by engaging in proactive strategies, procedures and education to ensure that all students, employees and families are equally welcomed and included in all aspects of education and school life, and treated with respect and dignity.

The purpose of this Administrative Procedure is to define inappropriate behaviours and actions in order to prevent discrimination and/or harassment.

## Procedures

1. Any communication or behaviour (which may include but is not limited to assault, bullying, harassment and/or discrimination) that deliberately degrades, denigrates, labels, stereotypes, incites hatred, prejudice, and discrimination towards students on the basis of one's real or perceived sexual or gender orientation, appearance, capacity, disability, ethnicity, race, culture or religion, or for any other reason, will not be tolerated. This also includes making gestures, publishing or displaying anything that would indicate an intention to discriminate against an individual or group, or expose them to contempt or ridicule.
2. The District values and supports students who are gender and sexually diverse including Lesbian, Gay, Bi-Sexual, Transgender, Two-Spirit, and Questioning. These students are facing a unique set of challenges within our schools and communities. Individuals who are dealing with, or those perceived to be dealing with, issues of gender identity, gender expression, inter-sexuality, or sexual orientation, as well as their families, are frequently the targets of homophobic, transphobic and/or heterosexist behaviours.

3. The District is committed to building equity for those disadvantaged by systemic structures within the District and/or community by promoting Anti-Racism. The District values and supports students who are racially and culturally diverse including Black, Indigenous, and People of Colour. These students face systemic inequality that impact their feelings of belonging within our schools and communities. They, along with their families, may also be subject to harassment, discriminatory and racist behaviours.
4. The District and all schools shall specifically include the prohibition of any derogatory language and behavior in their Codes of Conduct. Behavioural expectations and Codes of Conduct shall be communicated and distributed to all students, staff and parents in written form at the beginning of each school year.
5. Each member of the school community is to share the responsibility of modeling respectful conduct regardless of perceived differences and is to refuse to tolerate any form of harassment and/or discrimination. All members of the community shall have the individual and collective responsibility to identify and act upon discriminatory attitudes and behaviours and strive to eliminate systemic inequities and barriers. Any staff member who violates or does not follow this Administrative Procedure may also be subject to remedial or disciplinary action, up to and including termination.
6. All members of the school community, including students, staff, parents and volunteers are expected to uphold this Administrative Procedure in the interest of student safety and well-being.
7. The right to confidentiality will be respected in accordance with the [Freedom of Information and Protection of Privacy Act, S.B.C.](#)
8. The District Vision encompasses the principles of an inclusive and accepting culture where every child belongs and there is respect for diversity.
  - 8.1. All members of the school community are encouraged to model respectful and inclusive conduct and to refuse to tolerate any form of discrimination and/or harassment.
  - 8.2. The District will promote practical strategies and guidelines to ensure that all students, staff and families feel welcomed and included in all aspects of education and school life and are treated with respect and dignity.
9. District, Principal and Staff Responsibilities:
  - 9.1. The District will provide opportunities for school communities to increase awareness of the impact of harassment, and/or discrimination on individuals.
  - 9.2. The District will provide opportunities for staff to increase their knowledge and skills in promoting respect for human rights, supporting diversity, and addressing harassment, and/or discrimination in schools.
  - 9.3. In their Codes of Conduct, the District and all schools will include specific statements that prohibit language or behavior that degrades individuals or groups or incites hatred, prejudice, discrimination or harassment towards individuals or groups. Such language or behavior will not be tolerated and may be subject to disciplinary action.
  - 9.4. The District will take action when there is evidence of, or an actual complaint, of harassment and/or discrimination.

- 9.5. The District will distribute procedures for investigating and addressing incidents of harassment and/or discrimination.
- 9.6. The District will build greater awareness of, and responsiveness to, the harmful effects of isolation resulting from homophobic and/or transphobic discrimination.
- 9.7. The District will build greater awareness of, and responsiveness to, the impacts of systemic racism and the inequity that results from it.
- 9.8. Principals will inform students on how and when to report incidents of harassment, and/or discrimination.
- 9.9. Principals will support formal and/or informal Gay/Straight Alliance (GSAs) and Anti-Racism groups in schools.
- 9.10. Staff have an obligation to intervene in any interaction involving the use of harassing, discriminatory, racist, homophobic, transphobic and/or heterosexist statements, comments and behaviours, regardless of the speaker's intentions and to convey that such comments are against policy and will not be tolerated. Education about the harmful impact of such language and behavior will be emphasized and encouraged, alongside any discipline deemed necessary.
- 9.11. Staff will support any student or groups of students that request help and support for any issues of harassment, and/or discrimination.

#### 10. Education and Awareness:

- 10.1. The District will work continuously to educate all members of the school community (including students, staff, and parents) to prevent discrimination based on any real or perceived differences.
- 10.2. The District will support multi-cultural and human rights education infused into all curricula.
- 10.3. School staff will support developmentally appropriate activities and provide resources that foster knowledge and skills promoting respect for, as well as eliminating racism, discrimination, and homophobia, for all people.
- 10.4. Learning and library resources will affirm human diversity as a fundamental component in our society.

Reference: Sections 8, 8.4, 8.5, 20, 22, 65, 85, 177 School Act  
Human Rights Code  
Multiculturalism Act  
Canadian Charter of Rights and Freedoms  
Canadian Human Rights Act  
Criminal Code of Canada  
Collective Agreements  
Freedom of information and Protection of Privacy Act  
Professional Standards for BC Educators

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