



# School District No. 19 (Revelstoke)

## Policy Manual

### 3.7 HUMAN RIGHTS AND DISCRIMINATION

The Board believes that safe school environments are necessary for students to learn and achieve. Discrimination is not part of such an environment and the Board does not, and will not, tolerate any conduct of discrimination toward any individual or group. The Board is committed to creating and maintaining an environment free from all forms of discrimination.

For purposes of this policy, discrimination means the subordination of groups or individuals resulting from a distinction, preference or exclusion based on the grounds of race, religion, colour, ethnicity, place of origin, language, age, disability, socio-economic status, gender, gender identity, gender expression, sexual orientation, or any other difference or perceived difference.

Discrimination includes harassment, negative or adverse conduct, comment, gesture or contact, and systemic barriers based on the above grounds. This conduct is harmful and can create a working or learning environment that is intimidating, humiliating, or uncomfortable. It includes any behaviour that is known, or reasonably should be known, to be offensive.

As students learn by example, all members of the school community should model respectful conduct regardless of perceived differences and should refuse to tolerate any form of discrimination. This policy applies to all members of the school community including students, employees, trustees, parents, guardians, and volunteers.