PRINCE ALBERT ROMAN CATHOLIC SEPARATE SCHOOL DIVISION NO. 6

POLICY ITEM: Discrimination	CODE: GH
LEGAL STATUS: Board Motion #58.07, #23.14, #12.18, #257.26	DATE APPROVED: Jan 22, 2018, 02 Nov 2026

Background:
Each human person is created in the image and likeness of God and possesses inherent and equal dignity. As a Catholic school division, we are called through the Gospel to love our neighbour, respect the dignity of every person, and foster communities in which all persons experience safety, respect, fairness, and belonging.
The Board of Education recognizes its responsibility to provide learning and working environments that are free from discrimination and that promote relationships and practices consistent with the Gospel, Catholic Social Teaching, the Roman Catholic Church and applicable legislation.

Policy:
The Board of Education is committed to providing safe, caring, respectful, and faith-filled learning and working environments that uphold the inherent dignity of every person.
Discrimination that violates the dignity or rights of an individual or group will be addressed promptly and fairly.
The Board expects trustees, employees, students, and others participating in the school community to foster respectful relationships, refrain from discriminatory conduct, and respond when discrimination is experienced, witnessed, or reported.
The Board's approach to preventing and addressing discrimination shall be consistent with the Gospel, the teachings of the Roman Catholic Church, applicable legislation, and the principles of procedural fairness.

Guidelines:
The Division and schools shall foster learning and working environments in which all persons are treated with dignity, respect, fairness, and compassion. Schools shall promote understanding and appreciation of the rich cultural and racial diversity of the Prince Albert community and report such activities of Social Justice.

The Division shall promote learning, working, and employment environments that are free from discrimination. All practices shall be administered fairly and consistently with applicable legislation, the denominational rights of the Board, Catholic teaching, and the educational mandate of the Roman Catholic Church.

Schools shall promote respectful relationships, cultural understanding, reconciliation, inclusion, and the prevention of discrimination and racism. Concerns regarding discrimination shall be taken seriously and addressed in a timely, fair, and appropriate manner.

Trustees, employees, students, and parents/guardians share responsibility for contributing to safe, respectful, and inclusive Catholic school communities. Individuals affected by discrimination shall be appropriately supported, with particular attention to restoring dignity, safety, belonging, and well-being.

Procedures:

1. Any person, upon observing or experiencing what he/she believes to be a form of discrimination, is expected to inform the principal of the school or the Director of Education/designate.
2. Once informed, the principal of the school or the Director of Education/designate will conduct an investigation and make a decision as to what action is appropriate.
3. Suggested intervention strategies in response to a substantiated incident may involve: a) oral communication, b) oral and/or written communication, c) disciplinary action by the principal, in the event of a student infraction, and d) disciplinary action in the event of a staff infraction.

References

The Saskatchewan Human Rights Code,2018
The Education Act, 1995
The Canadian Charter of Rights and Freedoms
Applicable Employment, Occupational Health and Safety, Privacy and Education Legislation
Catholic Social Teachings and applicable teachings of the Roman Catholic Church