

## PRINCE ALBERT ROMAN CATHOLIC SEPARATE SCHOOL DIVISION NO. 6

<b>POLICY ITEM: Discrimination</b>	<b>CODE: GH</b>
<b>LEGAL STATUS: Board Motion #58.07, #23.14, #12.18</b>	<b>DATE APPROVED: Jan 22, 2018</b>

### Background:

Each human being has been created in the image and likeness of God, and has the right to be treated with dignity, respect, and fairness. Furthermore, each Christian has the responsibility to love his/her neighbour as God does.

### Policy:

**The Board of Education directs trustees, staff and students to take immediate and responsible action to address any form of discrimination within the school division that demeans the human dignity of an individual or specific group of people. Furthermore, the actions taken are to be faithful to the spirit and intent of the Gospel and the teachings of the Roman Catholic Church.**

### Guidelines:

1. Each principal will annually plan activities that promote and support the rich and diverse Prince Albert multicultural and multiracial community, and report such activities to the Social Justice/Faith Development Committee.
2. All employment procedures and practices are to be administered without bias and/or discrimination of any kind, the only exceptions being those requirements necessary and defined in Board policy in order to fulfil the educational mandate of the Roman Catholic Church.
3. Each principal will support the students who experience discrimination, whether it is based on race, religion, gender, sexual orientation, gender identity, ethnicity or culture and may include peer, personal and/or family supports. Every child has a legal right to be safe and protected in schools.

### 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.
2. Once informed, the principal of the school or the Director of Education 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

Ministry of Education - Deepening the Discussion: Gender and Sexual Diversity (2015)  
The Saskatchewan Human Rights Code (2015)