

## **HUMAN RIGHTS**

### Statement of Policy

The Peel District School Board (the “Board”) is committed to ensuring that it creates and maintains a learning and working environment that is safe, caring, inclusive, free of discrimination and harassment and in which everyone is treated with respect. This commitment reflects the Board's philosophy and is informed by the principles enshrined in international covenants to which Canada is a signatory, the Canadian *Charter of Rights and Freedoms* and the Ontario *Human Rights Code* (the “Code”).

All members of the Board community share responsibility for creating and maintaining a learning and working environment that is free of discrimination and harassment. We are all responsible for ensuring that our behaviour is appropriate, respectful, and consistent with the provisions of the *Code* and share the responsibility for identifying, preventing and eliminating discrimination.

The Board will review its policies and practices on a continuing basis to ensure that they are compliant with the *Code* and develop and regularly deliver human rights education and training. It will also act promptly on concerns or complaints brought forward by members of the Board community in a fair, just and equitable manner.

### Application of the Policy

This policy applies to all members of the Board community including, but not limited to, trustees, committee members, employees, students, parents/guardians, permit holders, vendors, service providers, contractors, volunteers, visitors and all other persons who are invited to, work at, or attend Board events.

This policy is aligned with and supports the principles and expectations of the Equity and Inclusive Education policy (Policy 54), provisions concerning *Code* compliance that exist within collective agreements that the Board has with various employee groups and the Codes of Conduct that govern the conduct of trustees and other stakeholders.

This policy is not intended to discourage or prevent persons from exercising any other legal rights they may have, including enforcing their rights through an application to the Human Rights Tribunal of Ontario (the “HRTO”), under the applicable collective agreement or in any other forum available to them.

### The Human Rights Code

Everyone has a right to equal treatment in the following social areas:

- Services (such as education), goods and facilities;
- Employment;
- Contract;
- Accommodation (housing); and
- Vocational associations

The *Code* prohibits discrimination and harassment in those social areas on the basis of the following protected grounds: race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability. Receipt of public assistance and record of offences are additional grounds that apply to some of the social areas. Reprisal, or the threat of reprisal, for claiming or enforcing one's rights or for refusing to infringe the rights of another is prohibited by the *Code*.

Discrimination, while not defined in the *Code*, is differential treatment on the basis of one or more enumerated grounds that results in disadvantage. Discrimination can be direct or indirect and need not be intended.

Harassment is defined in the *Code* as “engaging in course of vexatious comment or conduct that is known, or ought reasonably to have been known, to be unwelcome” on the basis of a protected ground under the *Code*.

### Human Rights Commissioner's Office (the “HRCO”)

The HRCO is an arm's length, independent and neutral office within the Board. It reviews Board policy and practice to ensure compliance with principles of equity, inclusion and compliance with the *Code*. The HRCO is also tasked with addressing complaints of infringement of *Code* rights and will receive, review and resolve complaints of alleged human rights infringements.

### Proactive Measures

The Board will ensure that all policies and practices are regularly reviewed to ensure compliance with the *Code*. It is also committed to designing, delivering and making human rights training and education available on an ongoing basis to all members of the Board community.

### Complaint Resolution

Members of the Board community who believe that they have experienced discrimination, harassment or reprisal contrary to the *Code* may resolve the concern in a collaborative and respectful manner by engaging directly with the person or group concerned or through the assistance of a resource person. They or the resource person may also consult with the HRCO regarding possible options for resolution of their concerns or complaints or make a complaint directly to the HRCO.

The complaint process is outlined in HRCO Operating Procedure 1 (HRCO OP 1).

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