

RESPECT FOR HUMAN DIVERSITY

The Good Spirit School Division subscribes to the fundamental principle that all persons are equal in dignity and rights. The development and implementation of policies, procedures, practices, and programs shall reflect and promote everyone's right to equal concern and respect and provide an environment that fosters growth, harmony, and equality of opportunities for all students and staff members. Acts of discrimination based on these or other differences protected by law shall not be tolerated in Board operated schools, learning environments and workplaces.

Human diversity includes how all human beings are both similar and different. Respect for diversity means accepting and respecting differences in people and their unique circumstances. Diversity may have but is not limited to gender identity, sexual orientation, age, ethnic origin, ancestry, culture, socio-economic status, religion, family status, and mental and physical disability.

1. Guiding Principles

- 1.1. The Good Spirit School Division recognizes that the underlying principle of human rights is the recognition of the individual worth and dignity of every person. The Division is committed to the following guiding principles toward ensuring safe, respectful, and inclusive school and work environments.
 - 1.1.1. Communication: Policy and procedure expectations related to human diversity, individual rights, social justice, bullying, harassment, and discrimination are clearly and regularly communicated to staff, students, parents, and the community.
 - 1.1.2. Shared Responsibility: All stakeholders are knowledgeable about human diversity issues and are prepared to respond appropriately to questions and incidents.
 - 1.1.3. Positive Relationships: By respecting the right of all individuals to have their own beliefs, provided their actions do not harm or negatively impact the rights of individuals who may not share those beliefs.
 - 1.1.4. Ongoing Monitoring and Improvement: All policies, procedures, practices, and programs related to human diversity are monitored and improved to ensure best practice and compliance.

2. Roles and Responsibilities

- 2.1. All Good Spirit School Division students, staff and Trustees are responsible for the following:
 - 2.1.1. Modeling respect for human diversity.
 - 2.1.2. Understanding that equity and inclusive principles apply to everyone.

- 2.1.3. Using inclusive and respectful language and approaches in all interactions
 - 2.1.4. Assuming responsibility for examining and taking steps to modify behaviours consistent with equity and inclusive practices.
 - 2.1.5. Reporting matters of harassment and discrimination in compliance with the Division's policies and procedures.
3. Education, Training and Professional Development
- 3.1. The Division will strive to ensure that education, training, and professional development are provided for Trustees, and employees to develop awareness, knowledge, skills, and attitudes necessary to support employees and students on issues regarding human diversity.
 - 3.2. The Division will consult with other agencies, associations and community groups that offer consultation or assistance in strengthening the Division's approach to human diversity and access to educational services.
 - 3.3. The Division will assist in providing developmentally appropriate materials, resources and activities representing diversity, values, backgrounds, and experiences.
 - 3.4. The Division will support students, staff, and Trustees on human diversity issues and empower them to treat each other with dignity and acceptance.
4. Dealing with Discrimination and Harassment:
- 4.1. Discrimination and harassment, or any expression thereof, will not be tolerated, and any such incident will be dealt with according to processes outlined in applicable policies and procedures.

Reviewed: June 2024