



**Section 4000 – Student Achievement,
Learning & Well-Being**

4050 – DISCRIMINATION TOWARD AND BY STUDENTS

Introduction

Certain kinds of discrimination are prohibited by the Human Rights Code of BC. The Board of Education believes that such discrimination, which includes sexual harassment, is unlawful, unacceptable and offensive.

Policy

1. The Board believes that employees, applicants for employment, students, parents, other members of the community involved in School District activities, and individuals doing business with the district have the right to an environment free from discrimination.
2. The Board believes that discrimination demeans, belittles and humiliates individuals, and has a detrimental effect on the operation of schools, school-sponsored activities, and school-related business in the community.
3. The Board wishes to define discrimination, and directs the Superintendent of Schools to establish regulations which outline reporting, investigation and enforcement procedures, and the consequences of such behaviour.
4. Definition of Discrimination Toward and By Students

The definition of discriminatory behaviour includes, either on a one-time or repetitive basis:

- 4.1 any comment, look, suggestion, physical contact, or real or implied action of a prohibited nature, which creates an uncomfortable learning/working environment for the recipient, deliberately made by a person who knows or ought reasonably to know such behaviour is unwelcome; or
- 4.2 any circulation or display of material of a prohibited nature that creates an uncomfortable learning/working environment; or
- 4.3 an implied promise of reward for complying with a request of a sexual nature; or
- 4.4 a sexual advance made by a person in authority over the recipient that includes or implies a threat or an expressed or implied denial of an opportunity which would otherwise be granted or available, and may include a reprisal/threat of reprisal made after a sexual advance is rejected.



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“Together We Learn”

5. Except to protect public decency (with respect to sex or other bona fide and justifiable reasons), the prohibited grounds for discrimination in public services are:
 - Race
 - Colour
 - Ancestry
 - Place of origin
 - Religion
 - Marital Status
 - Family Status
 - Physical or mental disability
 - Sex or sexual orientation
 - Gender identity or expression

6. Related Policies
Other inappropriate forms of behaviour are governed by Policy 4060 – Discrimination Towards and By Students as it Pertains to Sexual Orientation and Gender Identity and Administrative Procedure – Discipline and Discipline (Regulations)

Former Policy 450 – Discrimination Toward and By Students

Date Agreed: February 23, 2000;

Date Agreed: November 13, 2002

Date Amended: December 14, 2016

Date Reviewed:

Related Documents: Policy 3030 – Human Rights, Policy 4060 – Discrimination Towards and By Students as it Pertains to Sexual Orientation and Gender Identity and Policy 3090 – Appeals, Administrative Procedure – Human Rights (Regulations), Administrative Procedure – Discrimination Towards and By Students (Regulations), Administrative Procedure - Discipline (Regulations)

Human Rights Code of BC, Child, Family and Community Service Act and Interministerial Protocols