

# School District 28: Quesnel

**Policy Subject:** ANTI-RACISM

**Date Passed:** June 2004

**Date Amended:** NA

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Policy No. 528

Date Approved: June, 2004

Date Amended:

## RATIONALE:

The Board recognizes that every individual has the right to freedom from racism in the workplace and educational environment. A positive environment protects and promotes the dignity, worth, and human rights of every person and supports mutual respect and cooperation among individuals. The board opposes and condemns all forms of racism and prejudice by its trustees, employees, pupils, or any persons directly or indirectly associated with either educational programs or business of the school district.

## POLICY:

The Board is committed to supporting an environment free from intentional or unintentional racism for all students, employees, and trustees and shall:

- provide opportunities for employees, students, and trustees to acquire the necessary knowledge, skills, and attitudes to identify and respond effectively to racism;
- develop and implement procedures for resolving incidents of racism
- monitor and investigate reported incidents of racism

## Definition:

Racism is defined as "any conduct which does or is intended to cause harm or upset, including but not limited to physical violence, which is directed at members of an ethnic or racial group and which is motivated by negative feelings toward the ethnic or racial group."

Human Rights Code (from Section 15)

1. Every individual is equal before and under the law and has the right to the equal protection and equal benefit of the law without discrimination and, in particular, without discrimination based on race, national or ethnic origin, colour, religion, sex, age, or mental or physical disability.

2. Subsection (1) does not preclude any law, program, or activity that has as its object the amelioration of conditions of disadvantaged individuals or groups including those that are disadvantaged because of race, national or ethnic origin, colour, religion, sex, age, or mental or physical disability.

Ref: School Act S. 100