

**SCHOOL DISTRICT 54**  
*(Bulkley Valley)*

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**GENDER EQUITY & NON DISCRIMINATION & DIVERSITY**

4.380

**PREAMBLE**

The Board recognizes that students and school community members of visible or non-visible minority groups face a unique set of challenges within our schools and communities. The Board recognizes the right of all employees and students to work and learn in an environment free of any form of discrimination. The intent of this policy is to ensure that an environment of tolerance and respect is fostered, promoted and supported throughout the district's working and learning community specifically for sexual, racial and gender diversity.

**POLICY**

The Superintendent, through the establishment and periodic review of codes of conduct, school based policy and procedures, as well as other appropriate mechanisms, shall ensure that the working and learning environment is free from any discrimination as defined by the Human Rights Code of BC, Canadian Human Rights Act and Canadian Charter of Rights and Freedoms. Further, the Superintendent shall ensure that schools foster, promote and support a climate of understanding and mutual respect where all are equal in dignity and rights.

**VALUES**

In its consideration of this policy, the Board of Education was guided by its *respect* for diversity and its *responsibility* to comply with the Human Rights Code of BC and other documents listed above.

Amended:<sup>1</sup> March 19, 2013  
Adopted: October 15, 1991

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<sup>1</sup> Amalgamated with 4.340 Non-Sexist and Non-Racist Working & Learning Environment