



POLICY: Human Rights

REFERENCE NO: P-AD-48

The Greater Essex County District School Board is committed to providing a learning and working environment that actively promotes and supports the dignity, worth, and human rights of all. The Board strives to create a culture of understanding and mutual respect in accordance with the *Ontario Human Rights Code*, the *Canadian Charter of Rights and Freedoms* and the *Ontario Occupational Health and Safety Act*.

Students, staff and community members have the right to learn and work in a culture free of discrimination and harassment where equity prevails. The Board shall condemn and refuse to tolerate all manifestations of discrimination and harassment based on the protected grounds*. Any form of harassment and or discrimination based on the protected grounds* will be dealt with in a timely manner, with sensitivity and fairness. The Board has established a complaint procedure and will protect from reprisal those individuals participating in the process including complainants, witnesses, advisors, representatives, investigators, and decision makers unless anyone of these persons acts maliciously or in bad faith.

Harassment and Discrimination differs from objectionable behaviour. Harassment and Discrimination are based on the protected grounds under the *Ontario Human Rights Code*.

This policy and regulation applies to all members of the Greater Essex County District School Board's community including, but not limited to, students, staff, trustees, contractors, parents/guardians, volunteers, permit holders and all others on Board property. It also covers harassment and/or discrimination by such persons when engaged in a Board-related activity or undertaking, even if off Board property.

Everyone working within the Board community is expected to uphold the policy and regulation and to work together to prevent discrimination and harassment.

Nothing in this policy or regulation denies or limits access to other avenues of redress open under the law such as an application to the Human Rights Tribunal of Ontario or a grievance under a collective agreement.

*protected grounds:

age, ancestry, citizenship, colour, creed, disability, ethnic origin, family status, gender, gender identity, gender expression, marital status, place of origin, race, receipt of public assistance, record of offences, same-sex partnership status, sex, sexual orientation.

•only in respect to housing / accommodation