



School District 19
(Revelstoke)

Revelstoke Board of Education

Policy Manual

3.7 Human Rights and Discrimination

The Board believes that safe school environments are necessary for students' health and well-being and overall success. The Board is committed to creating and maintaining an environment that recognizes the rights of all individuals, and is free from all forms of discrimination.

For purposes of this policy, discrimination means the subordination of groups or individuals because of race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity, age or because a person has been convicted of a criminal or summary conviction offence that is unrelated to the employment or to the intended employment of that person.

Discriminatory behaviour includes harassment, negative or adverse conduct, comment, gesture or contact, and systemic barriers based on the above grounds. It includes any behaviour that is known, or reasonably should be known, to be offensive. Such conduct is harmful and can create a working or learning environment that is intimidating, humiliating, or uncomfortable.

All members of the school community (students, employees, trustees, parents, guardians, and volunteers) are expected to model respectful conduct and refuse to tolerate any form of discrimination.