



POLICY 2.20 COMMITMENT TO DIVERSITY, EQUITY, INCLUSION AND ACCESSIBILITY

We acknowledge that the conversation of racism, equity, inclusion, and cultural diversity is constantly evolving and changing. Under Canadian laws, all individuals have the right to their fundamental freedoms and protection from discrimination and racism. It is important to embrace change as a community, sharing the responsibility for creating a welcoming and inclusive environment that honours and respects everyone.

The Board of Education of the Fraser-Cascade School District is committed to the equitable treatment of all students, employees, Rightsholders, and school district partners, regardless of their ancestry, country of origin, ethnicity, cultural background, age, sexual orientation, gender identity and expression, physical and intellectual ability, and/or any other personal characteristic. The Board will strive to ensure that all students, employees, Rightsholders, and school district partners are provided with a safe and respectful environment to work, learn, and prosper.

Commitments

The Board is committed to developing and promoting values in the following ways:

- Striving for inclusion of all students, employees, and their respective families, regardless of their ancestry, country of origin, ethnicity, cultural background, age, sexual orientation, gender identity and expression, physical and intellectual ability, and/or any other personal characteristic in all aspects of school life.
- Aligning our district code of conduct with appropriate expectations, language, behaviors, and actions to prevent discrimination or harassment based on ancestry, country of origin, ethnicity, cultural background, sexual orientation and expression, gender identity, physical and intellectual ability, and/or any other personal characteristic.

Related Legislation: *BC School Act* RSBC 1996, Sections, 65, 85, 177
BC Declaration on the Rights of Indigenous Peoples Act, SBC 2019
BC Human Rights Code, RSBC 1996
BC Multiculturalism Act, RSBC 1996
BC Workers' Compensation Act, RSBC 2019
BC Occupational Health Safety Regulations, BC296/97
Canadian Constitution Act, 1982, with the *Canadian Charter of Rights and Freedoms*
Canadian Human Rights Act, RSC 1985
Canadian Multiculturalism Act, RSC 1985
Criminal Code, RSC 1985
United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), 2007
United Nations Declaration on the Rights of Indigenous Peoples Act of Canada, 2021
United Nations Convention on the Rights of the Child (UNCRC), 1990
United Nations Convention on the Rights of the Child ratified in Canada, 1991

Related Contract Article: Fraser-Cascade Teachers' Association Articles E.1, E.2, E.24, E.26
Construction, Maintenance and Allied Workers Bargaining Council Local 2423 Article 22

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- Addressing complaints of discrimination or harassment based on real or perceived racism, sexism, ableism, homophobia, transphobia, or any other form of discrimination and dealing with them expeditiously and effectively through consistently applied policies and procedures as stated in our district code of conduct.
- Raising awareness, offering ongoing learning (including resources), and implementing practices that will support Truth and Reconciliation, accessibility and celebrate the diverse communities within the Fraser-Cascade School District and our global community.

These values align with the *Canadian Charter of Rights and Freedoms*, the *Canadian Human Rights Act*, the *BC Human Rights Code*, the *Declaration on the Rights of Indigenous Peoples, Act of BC, Act of Canada*, Occupational Health and Safety Regulations and the Collective Agreements between: the Fraser-Cascade School District, and, both, the Fraser-Cascade Teachers' Association, and the Construction, Maintenance and Allied Workers Canada.

This policy framework aims to comprehensively address various forms of discrimination, striving for an inclusive and supportive environment for all individuals in the Fraser-Cascade School District.

IMPLEMENTATION AND REVIEW

The district will continuously review and update this policy to ensure its effectiveness and alignment with current legal standards and community needs.

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