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## **POLICY #10900**

### **ANTI-DISCRIMINATION & HUMAN RIGHTS**

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#### **STATEMENT OF VALUES**

The Surrey Board of Education supports and endorses the values and objectives contained in the *Canadian Multiculturalism Act*, the *B.C. Multiculturalism Act*, the *Charter of Rights and Freedoms* and the *B.C. Human Rights Code*. In recognizing the importance of these values, the school district shall ~~prohibit~~ not tolerate discriminatory conduct, which violates the *B.C. Human Rights Code*.

School District No. 36 (Surrey) recognizes that students and school community members identifying (either publicly or privately) or expressing as lesbian, gay, bisexual, transgender, transsexual, two-spirit, intersex, queer or questioning (LGBTQ\*) face a unique set of challenges within schools and communities, including being targets of discriminatory behaviours and exclusion. All members of the Surrey school district share the responsibility for upholding the values inherent in the Charter or Rights and Freedoms and for supporting students and staff in addressing and facing these unique challenges. Homophobic and or transphobic comments, discrimination, bullying, and attacks are demeaning to all students, parents or guardians and employees regardless of their actual or perceived sexual orientation.

Attending to Human Rights and creating safe and caring schools is a top priority of the district. The creation of safe and caring environments specifically to students or staff who are LGBTQ is addressed in detail in the district's [policy on Safe and Caring Schools \(9410\)](#) and in [Regulation 9410.2 Sexual Orientation and Gender Identity or Expression](#).

The school district will not permit or tolerate any homophobic and or transphobic behaviour such as harassment, intimidation, discrimination or bullying, whether by commission or by failing to act to end such behaviour. Staff will respond to all incidents and provide support and assistance to those who are the intended or unintended targets of such behavior. In order to support safe, caring, inclusive and welcoming environments to our LGBTQ staff, students and families, the district makes commitments to the following actions.

~~\*for a glossary of terms refer to: <http://www.students.ubc.ca/access/orientation-gender/glossary/>~~

#### **POLICY**

The board affirms its commitment to the anti-discrimination principles and values contained in the *B.C. Human Rights Code*.

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The board acknowledges the diversity of the Surrey and White Rock communities, and shall not tolerate racism, homophobia or any other form of discrimination within the school district, which is contrary to the *B.C. Human Rights Code*.

The board supports the development and implementation of policies, practices and programs that support the rights and freedoms enshrined in the *B.C. Human Rights Code*, and which promote and foster a learning environment in the school district, which emphasizes tolerance, equality, and non-discrimination.

The board is committed to:

- a) Creating an environment in the school district which promotes non-discrimination consistent with the *Human Rights Code*.
- b) Hiring employees on the basis of merit consistent with human rights laws.
- c) Providing students with educational programs that will assist them in participating in and contributing to a diverse society.
- d) Reducing language and cultural barriers.
- e) Communicating effectively with all students, parents, employees and other partner groups in our diverse community.

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