

## POLICY 15 - HUMAN RIGHTS EQUITY

The Saskatoon Board of Education is committed to the principles of human rights equity.

In keeping with the spirit and intent of Articles 1 and 26 of the United Nations Universal Declaration of Human Rights, The United Nations Convention on the Rights of the Child, The Canadian Charter of Rights and Freedoms, and the Saskatchewan Human Rights Code (HRC), the Board subscribes to the fundamental principle that all persons are equal in dignity and rights. The development and implementation of policies, practices and programs shall reflect and promote these principles and provide an environment which promotes and fosters the development of acceptance and equality of opportunities for all students and staff members.

All people enjoy certain fundamental rights and freedoms regardless of religion; creed; marital status; family status; sex; sexual orientation; disability; age; colour; ancestry; nationality; place of origin; race or perceived race; receipt of public assistance or gender identity. The Board supports the principle that all people should have these rights respected. Acts and policies of discrimination will not be tolerated in Board-operated schools or workplaces.

In recognizing that prejudice and discrimination do exist in Canadian society; the Board will:

1. Develop and promote harmony without discrimination among students, staff, and within the community it serves.
2. Develop programs which provide children with opportunities to develop positive attitudes toward all peoples regardless of religion; creed; marital status; family status; sex; sexual orientation; disability; age; colour; ancestry; nationality; place of origin; race or perceived race; receipt of public assistance or gender identity.
3. Continue to encourage administrators to ensure that the curriculum includes multicultural education, languages other than English, and English as a Second Language as needed.
4. Instruct the Director to consider that one of the essential criterion for the purchase of books, audio-visual materials, and other learning resources be the absence of stereotyping based on religion; creed; marital status; family status; sex; sexual orientation; disability; age; colour; ancestry; nationality; place of origin; race or perceived race; receipt of public assistance or gender identity.
5. Direct the Director to provide opportunities for in-service programs for all staff which would equip staff members with the skills and knowledge to be sensitive to all people regardless of religion; creed; marital status; family status; sex; sexual orientation; disability; age; colour; ancestry; nationality; place of origin; race or perceived race; receipt of public assistance or gender identity.
6. Affirm that it is an Equal Opportunity Employer.
7. Condemn, and refuse to tolerate, any expression of discrimination in any form by its students, staff or trustees.
8. Provide the Director with authority to refuse to admit to schools and to classrooms any person, group or association whose intent it is to promote discrimination based on religion; creed; marital status; family status; sex; sexual orientation; disability; age; colour; ancestry; nationality; place of origin; race or perceived race; receipt of public assistance or gender identity.
9. The Board will not mandate compulsory practices with a spiritual dimension. Activities will be encouraged that reflect the cultural diversity of the community, personal needs of families and children, and acknowledges the values and practices of students and parents of all faiths. Two fundamental principles serve as guides:

- 9.1. No activity will be done for indoctrination;
- 9.2. No religious belief is given primacy.
10. School opening exercises will teach, support and encourage the principles and goals of the Division and where opening exercises are used they shall be restricted to any or all the following:
  - 10.1 Instruction on the values education units which have been developed by the Division;
  - 10.2 Opportunities for personal reflection through a moment of silence, writing in a personal journal or sharing a thought for the day;
  - 10.3 The singing of "O Canada".
11. Celebrations may not involve a prayer or a reading from any holy book.
12. Student participation in events conducted before and after school is voluntary. Students, parents and/or community members must seek and obtain permission from the school principal to host activities that are specific to their needs provided that such activities are supportive of the values and goals of the Division.
13. There is recognition that the repertoire for musical selections has a bias towards Christian beliefs. While authorization to use such selections is granted, teachers are reminded that the purpose behind the Arts Education curriculum is academic.

Legal Reference: *The Education Act, 1995, Section 85 (1) (a),*  
Date Last Revised: June 18, 2019