



# CHAORYIN BILINGUAL SCHOOL

SECTION	General School Administration
POLICY NAME	Anti-Racism & Discrimination Policy
POLICY NUMBER	419
RELATED POLICIES	405 Student Conduct: Standards: Discipline, 414 Student Safety Policies
DATE CREATED	August 19, 2021
DATE REVISED	August 23, 2023
DATE IMPLEMENTED	September 1, 2021

## **Rationale:**

A responsive and safe school environment is necessary for students to learn and achieve high academic standards. Discrimination is not part of such an environment. As students learn by example, all members of the Chaoyin Bilingual School community should model respectful conduct regardless of perceived differences and should refuse to tolerate any form of discrimination. This policy is meant to be congruent with the Canadian Human Rights Act, The British Columbia Human Rights Code, and Canadian Charter of Rights and Freedom.

## **Policy:**

The practice of anti-racism and non-discrimination shall prevail in all matters of instruction and course selection: in employment, promotion, and assignment of staff; in providing access to facilities; in the choice of instructional materials; and in all matters pertaining to community relations. Specifically, CBS will not tolerate acts of hate, discrimination, or the distribution of discriminatory or hateful discriminatory propaganda and will ensure that administrative procedures dealing with such matters are followed when allegations arise including keeping a record of incidents and steps taken in response to an incident. The procedures include commitments to transparency, clear communication with all involved and a path to resolution for impacted students and staff.

Discrimination means the subordination of groups or individuals resulting from a distinction, preference or exclusion based on the grounds of race, religion, colour, ethnicity, place of origin, language, age, disability, socio-economic status, gender identity, gender expression, sexual orientation, sex, or any other difference.

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

**Procedures:**

1. Provide human, material and financial resources to support Multicultural and Anti-Racism procedures;
2. Eliminate ethnocentrism, prejudice, stereotyping, discrimination, hate and racism in any form;
3. Ensure individuals who are targets of prejudice, discrimination, hate and/or racism are offered support following an incident.
4. Ensure that the CBS Student Code of Conduct make explicit reference to the prohibited grounds of discrimination in the BC Human Rights Code;
5. Develop and support an environment that affirms, respects, reflects and celebrates the racial, ethno-cultural and religious diversity of our society;
6. Support employment equity, through the provision of effective processes to recruit, retain and develop all staff regardless of the race, color, ancestry, national or ethno-cultural origin or religion;
7. Support educational equity through the provision of quality programs for all learners regardless of their race, color, ancestry, national or ethno-cultural origin or religion;
8. Creating a workplace environment that values and welcomes diversity.

**References:**

- Human Rights Code
- Multiculturalism Act
- British Columbia Human Rights Code
- Canadian Charter of Rights and Freedom
- Criminal Code of Canada