



## **POLICIES, GUIDELINES AND PROCEDURES**

<b>SUBJECT</b>	<b>N.E.P.N. CODE</b>
<b>RESPECT FOR HUMAN DIVERSITY</b>	<b>AC</b>

### **I. POLICY**

The Louis Riel School Division affirms the underlying principle of human rights, namely the recognition of the individual worth and dignity of every person.

The Division upholds its responsibility to provide learning environments and workplaces free of discrimination and harassment, as prescribed by the [Canadian Charter of Rights and Freedoms](#) and the [Manitoba Human Rights Code](#).

Accordingly, the Division bases its commitment to promoting and enhancing respect for human diversity on the following values and beliefs:

- Commitment to equity and respect for human diversity are fundamental values of the public education system.
- Honouring and achieving the divisional Vision and Mission depends upon safe, inviting, and inclusive learning environments and workplaces that respect human diversity and foster the acceptance of others.
- All students and employees have the right to learn and work in environments that value and demonstrate respect for human rights.

### **II. GUIDELINES**

A. The Division shall strive to promote and enhance respect for human diversity within its schools, learning environments and workplaces.

B. The Division's employees have the responsibility:

- to cultivate safe, caring and inclusive learning environments and workplaces; and
- to promote, enhance, and demonstrate respect for human diversity and human rights.

C. The Division expects all students, all individuals accessing its schools, workplaces, and other facilities, as well as all individuals accessing divisionally-sponsored events:

- to contribute to safe, caring and inclusive learning environments and workplaces; and
- to demonstrate respect for human diversity and human rights.

<b>Adopted:</b>	December 20, 2011	<b>Legal References:</b> <a href="#">Charter of Rights and Freedoms</a> ; <a href="#">Manitoba Human Rights Code</a>
<b>Revised:</b>	April 16, 2019	

### III. PROCEDURES

- A. The Division commits to provide resources and professional learning experiences that support all employees and students:
- to prevent bullying
  - to promote respect for human diversity
  - to promote a positive school environment
- B. The Division further commits to respond to any students or parents/guardians whose need for information about human diversity leads them to request supports, including but not limited to resource materials, counselling services or other supports available through school or divisional personnel.
- C. The Superintendent of Schools (or designate) shall develop, communicate, and implement practices that support safe, caring and inclusive learning environments and workplaces. Refer to [LRSD Admin Protocol](#) – Practices that Support Respect for Human Diversity.
- D. To support and promote student learning about human diversity, the Superintendent of Schools (or designate) shall direct processes that enhance, as needed, divisionally-reviewed resources for all schools’ libraries, with reference to divisional policies [IJ – Learning Resources and Materials](#) and [IJL – Library Materials Selection](#).
- E. All schools will implement appropriate provincially-approved curricula that support student learning about human diversity.
- F. The Superintendent of Schools (or designate) shall direct processes to assess the implementation of this policy, as part of the Division’s ongoing planning processes per [Policy ILC/KCBB – Divisional Data Collection Initiatives](#).
- G. To respond to actions that contravene this policy, the Division and its school Principals shall reference, as necessary, the [Canadian Charter of Rights and Freedoms](#), the [Manitoba Human Rights Code](#), and divisional policies, including but not limited to:
- [ACF/ACG](#) Interpersonal Relations and Resolution of Concerns about Harassment/Discrimination
  - [ADD](#) Safe Schools
  - [JK](#) Supporting Student Behaviour

**Reference:**

*Safe and Caring Schools: Respect for Human Diversity Policies (2015). Manitoba Education and Advanced Learning.* [http://www.edu.gov.mb.ca/k12/docs/support/human\\_diversity/document.pdf](http://www.edu.gov.mb.ca/k12/docs/support/human_diversity/document.pdf)

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