



*To nurture curiosity, resilience and joy in all*

---

## 220 INCLUSIVE AND RESPECTFUL ENVIRONMENTS

Diversity enriches the lives of all, with individuals having the opportunity to see themselves reflected in the learning and working environment.

The Board of Education believes that its educational programs, student and staff behaviours, and district operations should promote positive interactions, which are free from divisive actions and attitudes based upon: Indigenous identity, race, colour, ancestry, place of origin, heritage, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression or age, of that person.

The Board further believes that every individual in its employ or care, must be treated with respect and understanding within their learning and working environments.

The Board will not condone any written or verbal expressions that would be in violation of any of the protected areas within the BC Human Rights Code nor will it tolerate persons being portrayed in a demeaning and/or stereotypical role.

All District programs and operations shall protect the rights of individuals and comply fully with the statutory requirements and provisions of the *Canadian Human Rights Act*, the *Canadian Charter of Rights and Freedoms*, and the *British Columbia Human Rights Code*. The Board encourages the use of instructional materials and resources that normalize and enhance people's uniquenesses.