

## **INCLUSION, DIVERSITY, EQUITY AND ACCESSIBILITY**

The board recognizes the inherent dignity and rights of all members of the human family and values the diversity of its community of students, staff and the larger community it serves.

The board is committed to the equitable treatment of all students, employees, Indigenous rights holders and school district stakeholders, regardless of their ancestry, country of origin, ethnicity, cultural background, gender identity, gender expression, sexual orientation, disability, or diverse abilities. The board will ensure all students, employees and community facility users are provided with a safe, accessible, inclusive, diverse and respectful environment to work, play and learn.

The Board recognizes the role of the district accessibility committee and the value of input from persons with lived experience. The Board will maintain an oversight role in accessibility planning, feedback and reporting.

These values align with the Canadian Charter of Rights and Freedoms, the *Canadian Human Rights Act*, the *Canadian Multiculturalism Act*, the *Accessible British Columbia Act*, the British Columbia Human Rights Code and the Collective Agreements between the Campbell River School District and the Campbell River and District Teachers' Association and CUPE Local 723.

### **Definitions**

"Accessibility" means the state of having programs, services and environments that allow all individuals to participate fully without encountering barriers.

"Disability" means a physical, mental, intellectual, learning, or sensory impairment or condition that, in interaction with a barrier, hinders an individual's full and effective participation.

"Diversity" refers to the broad range of visible and non-visible differences that characterize people. Some of these qualities include age, ethnicity, colour, disability, sexual orientation, gender identity, spiritual and political beliefs and socio-economic background. Diversity also includes knowledge, skills and abilities of individuals.

"Equality" means providing everyone the same opportunities.

"Equity" means providing each person with access to the same opportunities according to their needs.

"Inclusion" means everyone is included and valued with equal access and opportunity, regardless of background, ability or identity.

### **Goals**

The board is committed to developing and promoting these values by:

- Ensuring inclusion of all students, employees and their respective families and caregivers, regardless of ancestry, country of origin, ethnicity, cultural background, gender identity, sexual orientation, disability or diverse abilities in all aspects of school life;
- Defining appropriate expectations, language, behaviours and actions in order to prevent discrimination or harassment based on ancestry, country of origin, ethnicity, cultural background, gender identity, sexual orientation or sexual identity;

- Reducing and removing barriers and improving accessibility for people with disabilities and neurodiverse conditions within district programs, schools and offices;
- Ensuring that complaints of discrimination or harassment based on racism or anti-2SLGBTQIA+ behaviours are taken seriously and dealt with expeditiously and effectively through consistently applied policies and procedures; and
- Raising awareness, offering ongoing learning and implementing practices that will support and celebrate the diverse communities and abilities within the school district, as an important and valued aspect of human diversity and identity.

Legal References:

*School Act Sec. 85*

Monitoring Method:

*Internal Reports/Board and Superintendent*

Monitoring Frequency:

*Annual*

Adopted:

*June 25, 2013*

Last Revised:

*October 2017*

*Tba May 2026*

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