



**POLICY:**

**REGULATION: JFCE – Respect for Human Diversity**

**EXHIBIT:**

The Seine River School Division is committed to promoting the acceptance of and respect for others in a safe, caring and inclusive school environment. The school division strives to accommodate student activities that promote the school environment as being inclusive of all students, based upon the following values and beliefs:

- Schools provide environments to ensure all students feel safe, feel they belong, are learning, and are growing;
- 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;
- Sexual orientation and gender identity form significant and integral aspects of the unique development and personality of every child and young person; and
- All students and employees have the right to learn and work in environments free of negative conduct or actions.

Continued progress toward our goals depends upon well-educated people who can think clearly and critically, and to adapt to change. Progress toward these goals also depends on educated citizens who accept the open and multi-faceted nature of Canadian society and who are motivated to participate actively in our democratic institutions. Definitions

APPROVED: November 28, 2017

REVISED:

SOURCE: The Canadian Human Rights Code; Manitoba Education and Training

OTHER REFERENCE:

Page 1 of 1

White – Index  
Green – Exhibits

Buff – Policies  
Yellow - Regulations



**POLICY:**

**REGULATION: JFCE – Respect for Human Diversity**

**EXHIBIT:**

### *Bullying*

Bullying is a behaviour that:

- Is targeted towards another person or group of people, intended to cause, or should be known to cause, fear, intimidation, humiliation, distress or other forms of hurt to another person's body, feelings, self-esteem, reputation or property; or
- Is targeted towards another person, intended to create, or should be known to create, a negative school environment for that person or group of people.

Persons participating in bullying directly carry out the bullying behaviour or intentionally assist or encourage the bullying behaviour in any way.

Characteristics of Bullying:

- Bullying characteristically takes place in a context of a real or perceived power imbalance between the people involved and is typically, but does not need to be repeated behaviour.
- Bullying may be direct or indirect.
- Bullying may take place
  - in any form, including written, verbal or physical; and
  - by means of any form of electronic communication (cyberbullying).

### *Gender identity*

Gender identity refers to an individual's sense of self as "male," "female," or an identity between or outside those categories.

### *Sexual orientation*

Sexual orientation is the term used to describe an individual's sexual, psychological and emotional feeling of attraction towards another person.

APPROVED: November 28, 2017

REVISED:

SOURCE: The Canadian Human Rights Code; Manitoba Education and Training

OTHER REFERENCE:

Page 2 of 2



**POLICY:**

**REGULATION: JFCE – Respect for Human Diversity**

**EXHIBIT:**

## **Supports and professional development**

### Support for staff:

Seine River School Division staff are responsible to promote respect for all persons.

The division supports all schools and staff in delivering inclusive curriculum where all members of society are represented.

Seine River School Division is committed to providing resources and professional learning experiences that support all staff, students and families to honour the provisions of this policy, including responding to any students or parents whose need for information about gender identity or sexual orientation leads them to request supports.

The school division will provide learning opportunities for all staff to participate in training for anti-bullying and strategies promoting respect for human diversity and a positive school environment. These opportunities may include topics of homo/transphobia, heterosexism, gender identity, gender expression, gender bias, sexual stereotyping, sexual orientation,, religious beliefs, ethnicity, and or cultural practices.

Support includes, but is not limited to, resource materials, counselling services, advocacy or other supports available through the school or divisional personnel.

### Support for students:

Any students wishing to establish activities or organizations that promote gender equity, antiracism, inclusion for all students will be supported. The student groups can use titles such as “gay-straight alliance” or any other names consistent with the promotion of a positive school environment that is inclusive and accepting of all students.

Schools will have volunteer staff members identified as safe contacts for vulnerable students, including students who identify themselves based on sexual orientation or gender identity. These persons are often referred to as allies, but can be identified in other ways as agreed upon at the school.

Schools will have staff who are knowledgeable and skilled to work with students in the areas of human diversity, anti-homophobia, hate literature, discrimination, harassment and bullying.

APPROVED: November 28, 2017

REVISED:

SOURCE: The Canadian Human Rights Code; Manitoba Education and Training

OTHER REFERENCE:



**POLICY:**

**REGULATION: JFCE – Respect for Human Diversity**

**EXHIBIT:**

Schools will ensure their safe schools procedures and practices support this policy for human diversity.

### **Procedures for reporting**

Any person who is aware of bullying or cyber bullying is required to report the incident to the principal as soon as reasonably possible.

Principals will investigate any reports of bullying or cyber bullying.

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:

- JFC Safe School Communities/Student Conduct (Freedom from Violence)
- JFCB Care of School Property by Students
- JGB Detention of Students
- JGD Student Suspension
- JH Student Welfare
- GBEC Respectful Workplace, and Regulations GBECA and GBECB
- IIBG Internet Use Policy

APPROVED: November 28, 2017

REVISED:

SOURCE: The Canadian Human Rights Code; Manitoba Education and Training

OTHER REFERENCE:

Page 4 of 4

White – Index  
Green – Exhibits

Buff – Policies  
Yellow - Regulations