



**School District 19**  
(Revelstoke)

# Revelstoke Board of Education

## Policy Manual

### 3.7 Human Rights and Discrimination

The Board believes that safe, inclusive and diverse school environments are necessary for the success of all members of the school community. As such, the Board is committed to creating and maintaining an environment that is free from all forms of discrimination and recognizes the rights of all individuals.

For purposes of this policy, discrimination means the subordination of groups or individuals because of Indigenous identity, race, colour, ancestry, place of origin, political belief, religion, marital status, family status, socioeconomic status, physical or mental disability, sex, sexual orientation, gender identity or expression, age or because a person has been convicted of a criminal or summary conviction offence that is unrelated to the employment or to the intended employment of that person.

Discriminatory behaviour includes, but is not limited to harassment, negative or adverse conduct, comment, gesture or contact, micro/macro aggressions, and systemic barriers based on the above grounds. It includes any behaviour that is known, or reasonably should be known, to be offensive. Such conduct is harmful and can create a working or learning environment that is intimidating, humiliating, or uncomfortable.

Discrimination is an infringement of rights and acts as a barrier to full participation in our school community and society at large. The Board aims to create an inclusive environment through the elimination of all forms of discrimination; this is done in part by recognizing and celebrating the diversity of our school community while embracing the belief that each individual contributes to the richness of our school culture. We all share the responsibility for nurturing a responsive, compassionate and inclusive environment in which everyone is honoured and respected.