

Administrative Procedure Respect for Human Diversity	
	Department: School Operations
	Approved by: Leadership Council
	Date Approved: January 22, 2024
	Revision Date(s):
	Review Date:
	<p>External References</p> <ul style="list-style-type: none"> • <i>The Canadian Human Rights Act</i> • <i>The Canadian Criminal Code</i> • <i>The Canadian Charter of Rights and Freedoms</i> • <i>The Saskatchewan Human Rights Code</i> • <i>The Education Act, 1995</i> • The Saskatchewan Teachers Federation Code of Ethics • Saskatchewan Ministry of Education – <i>Deepening the Discussion: Gender and Sexual Diversity</i> <p>Internal References</p> <ul style="list-style-type: none"> • Prevention of Harassment and Violence AP • Student Conduct AP • Controversial Issues AP

Purpose

- The purpose of this administrative procedure is to ensure that all individuals, including students, staff, and visitors, are treated with respect and dignity, and that diversity in all its forms is embraced and celebrated at Saskatchewan Distance Learning Centre (Sask DLC).

Scope

- This procedure applies to all Sask DLC campuses, including all students, employees, and visitors. It is designed to support the overarching commitment to promoting diversity, equity, and inclusion within Sask DLC community.

Policy Statement

- Sask DLC affirms the right of all students and staff to be contributing members of a school community that is safe, caring and respectful of all people.
- Sask DLC recognizes human diversity in campus communities. Diversity may include, but is not limited to ethnic origin, ancestry, culture, socio-economic status, religion, age, gender identity, family status, sexual orientation, and mental and physical ability.
- Sask DLC subscribes to the fundamental principle that all persons are equal in dignity and rights and acts of discrimination based on these or other differences protected by law shall not be tolerated. The development and implementation of policies, administrative procedures, practices and program shall reflect and promote everyone’s right to equal concern and respect, and provide an environment which encourages and fosters growth, harmony and equality of opportunities.

Procedures:

1. Guiding Principles: Sask DLC is committed to guiding principles that ensure safe, respectful and inclusive environment:
 - a) Communication:
 - i. Administrative procedures expectations related to human diversity, individual rights, social justice, bullying, harassment and discrimination are clearly and regularly communicated to staff, students, parents and the community.
 - b) Shared Responsibility:
 - i. All stakeholders (staff, students, parents/guardians, community members, etc.) are knowledgeable about the issues surrounding human diversity and are prepared to respond appropriately to questions and circumstances that arise.
 - c) Positive Relationship:
 - i. Positive relationships will be maintained by respecting the right of all individuals to have their own beliefs, provided their actions do not harm or negatively impact the rights of individuals who may not share those beliefs.
 - d) Ongoing Monitoring and Improvement:
 - i. Sask DLC policies, administrative procedures, practices and programs related to human diversity are monitored and improved to ensure best practice and compliance.
2. Roles and Responsibilities: All Sask DLC staff and students are responsible for:
 - a) Modeling respect for human diversity.
 - b) Understanding that equity and inclusive principles apply to everyone.
 - c) Using inclusive and respectful language and approaches in all interactions.
 - d) Taking steps to modify behaviours that are consistent with equity and inclusive practices.
 - e) Reporting on matters of harassment and discrimination in compliance with Sask DLC policies and administrative procedures.
3. Education, Training and Professional Development
 - a) Sask DLC will strive to ensure that education, training and professional development is provided for employees to develop awareness, knowledge, skills and attitudes necessary to support staff and students on issues regarding human diversity.
 - b) Sask DLC will consult with other agencies, associations and community groups that offer consultation or assistance in strengthening the Sask DLC's approach to human diversity and access to educational services.
 - c) Sask DLC will assist in providing developmentally appropriate materials, resources and activities that represent the diversity, values, backgrounds and experiences of all.
 - d) Sask DLC will support staff and students on issues of human diversity and empower them to treat each other with dignity, respect and acceptance.

4. Dealing with Discrimination and Harassment

- a) Discrimination and harassment, or any expression thereof will not be tolerated, and any such incident will be dealt with according to processes outlined in applicable Sask DLC policies and administrative procedures.

Definition

Diversity: Refers to the presence of a wide range of human characteristics, experiences, and perspectives within the Sask DLC community, including but not limited to race, ethnicity, gender, age, sexual orientation, disability, religion, national origin, and socioeconomic status.

Discrimination: Refers to the unfair or unequal treatment of an individual or group based on their protected characteristics, which can include but is not limited to exclusion, bias, harassment, and adverse actions.

Harassment: Refers to unwelcome conduct or communication, based on protected characteristics, that creates a hostile or intimidating environment for an individual or group.