



POLICY TITLE: HUMAN RIGHTS

Approved: Sept. 22/21

POLICY NO: 6027

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POLICY

The mission statement of the Huron-Superior Catholic District School Board (HSCDSB) affirms the sacredness of life, respect for all creation, and the need to reverence the dignity of each person as a Child of God.

The board recognizes the need to ensure the human rights of all its employees are upheld, in accordance with the *Ontario Human Rights Code* (OHRC). HSCDSB believes that all members of the community have the right to study, work, and live in an environment free from all forms of harassment and discrimination. This policy promotes a proactive approach that includes education and prevention. It also responds to the board's responsibility under the OHRC to prevent discrimination, provide procedures to handle complaints, resolve problems, and remedy situations when a violation of this policy occurs.

This policy outlines the responsibility that all sectors of HSCDSB have to co-operate in maintaining a work and educational environment based on mutual understanding and respect, to address harassment and discrimination, and to work together to prevent it. Please note that nothing in this policy nor its procedural guidelines should be construed as undermining the board's right to hire Catholic candidates for academic positions, as permitted under Section 24(1) of the *Ontario Human Rights Code* and Section 29 of the *Canadian Charter of Rights and Freedoms*.

ADOPTED Regular Meeting – Sept. 22, 2021
Motion B-600

DISTRIBUTION

- i) Trustees
- ii) Administration
- iii) Principals
- iv) Teaching Personnel
- v) Non-Teaching Personnel
