



Title: **HUMAN RIGHTS**
Adopted: January 12, 2010
Reviewed: January 1, 2013
Revised: November 2016, January 2019
Authority: Human Rights Code
Occupational Health and Safety Act

POLICY

It is the policy of the Bloorview School Authority that a learning and working environment which actively promotes and supports human rights is maintained. The Bloorview School Authority is committed to ensuring that education on human rights issues is provided for all staff and students.

PRINCIPLES

1. The Board recognizes the value of:
 - each and every student and employee
 - a strong public education system;
 - a partnership of students, schools, family and the community;
 - the uniqueness and diversity of the students and the community;
 - the commitment and skills of the staff;
 - equity, innovation, accountability and accessibility;
 - learning and working environments that are safe, nurturing, positive and respectful.

2. The Bloorview School Authority is committed to meeting its obligations under the Canadian Charter of Rights and Freedoms and the Ontario Human Rights Code by providing safe schools and workplaces that respect the rights of every individual.

3. The Bloorview School Authority fully supports and is committed to the United Nations Convention on the Rights of Persons with Disabilities
.....<http://www.un.org/disabilities/convention/conventionfull.shtml>

4. Every student, employee, trustee, parent and community member has the right to learn and work in an environment free of discrimination and harassment. Discrimination and harassment will not be tolerated. Such behaviour must be addressed not only for its cost in individual and human terms, but also for its cost to our social, economic and civic future.
5. The purpose of this policy is to prevent discrimination and harassment through greater awareness of and responsiveness to their deleterious effects and to ensure that human rights complaints are dealt with expeditiously and effectively through consistently applied policy and procedures.
6. Employees have the right to be free from discrimination and harassment on the grounds prohibited by the *Human Rights Code* and the obligation not to infringe these same rights of others. Any alleged violation may be processed as a grievance or, alternatively, be processed under part IV of the Code, but not under both procedures.
7. The Authority shall take reasonable and appropriate measures to ensure that Employees are free from harassment in the workplace specifically prohibited by the Human Rights Code, the Occupational Health and Safety Act and any other relevant legislation.
8. Nothing in this policy or procedures denies or limits access to other avenues of redress open under the law such as a complaint to the Ontario Human Rights Commission or a grievance.