



# Policy: Respect for Human Diversity

## Policy Number: AF

### Policy Type: Foundations and Basic Commitments

#### Background

The Hanover School Division Board of Trustees are committed to creating and maintaining a positive and inclusive environment in which students, staff and parents are aware of and respect the human rights, diversity and dignity of others.

Hanover School Division bases its commitment to encouraging respect for human rights, diversity and dignity on the following values and beliefs:

- Commitment to equity and respect for human diversity are fundamental values of the public education system;
- No one has the right to discriminate against, harass, bully, show disrespect or violence towards anyone else, at work/school or in any related situation.
- All students and staff deserve and depend upon safe, inviting and inclusive learning environments and workplaces that respect human rights, diversity and dignity;
- All students and staff are entitled to respect, dignity of person and the protections afforded to them under all laws and statutes (including the Manitoba Human Rights Code) regardless of:
  - (a) ancestry, including colour and perceived race;
  - (b) nationality or national origin;
  - (c) ethnic background or origin;
  - (d) religion or creed, or religious belief, religious association or religious activity;
  - (e) age;
  - (f) sex, including sex-determined characteristics or circumstances, such as pregnancy, the possibility of pregnancy, or circumstances related to pregnancy;
  - (g) gender identity;
  - (h) sexual orientation;
  - (i) marital or family status;
  - (j) source of income;
  - (k) political belief, political association or political activity;
  - (l) physical or mental disability or related characteristics or circumstances, including reliance on a service animal, a wheelchair, or any other remedial appliance or device;
  - (m) social disadvantage: homelessness or inadequate housing, low levels of education, chronic low income, chronic unemployment or underemployment.
- We value all students in our care, recognizing their uniqueness, worth and potential, preserving their dignity, listening to their voice, and providing them with hope;
- We ensure the safety, security and well-being of every student in every school without limitation to the above list or any other personal characteristics;
- We provide engaging, responsive, flexible and rich learning for all.

**Policy:**

Hanover School Division will support this commitment to respecting

