

## POLICY 15 - HUMAN RIGHTS EQUITY

The Saskatoon Board of Education is committed to the principles of human rights equity.

In keeping with the spirit and intent of Articles 1 and 26 of the United Nations Universal Declaration of Human Rights, The United Nations Convention on the Rights of the Child, The Canadian Charter of Rights and Freedoms, and the Saskatchewan Human Rights Code (HRC), the board affirms the fundamental right of all individuals to live, learn and work in spaces that uphold human rights and human dignity. The development and implementation of policies, practices and programs shall reflect and promote these principles and provide an environment which promotes and fosters the development of acceptance and equality of opportunities for all students and staff members.

All people enjoy certain fundamental rights and freedoms regardless of religion; creed; marital status; family status; sex; sexual orientation; disability; age; colour; ancestry; nationality; place of origin; race or perceived race; receipt of public assistance or gender identity and gender expression. The board supports the principle that all people should have these rights respected. Acts and policies of discrimination will not be tolerated in Saskatoon Public Schools. The school division has committed to answering the Calls to Action of the Truth and Reconciliation Commission that pertain to education.

In recognizing that racism in all its forms (including individual, institutional, cultural, structural) exists in Canadian society; the board will:

1. Develop and promote harmony without discrimination among students, staff, and within the community it serves.
2. Develop programs which provide children with opportunities to develop positive attitudes toward all peoples regardless of religion; creed; marital status; family status; sex; sexual orientation; disability; age; colour; ancestry; nationality; place of origin; race or perceived race; receipt of public assistance or gender identity and gender expression.
3. Instruct the director to consider that one of the essential criteria for the purchase of instructional materials and resources be the absence of stereotyping based on religion; creed; marital status; family status; sex; sexual orientation; disability; age; colour; ancestry; nationality; place of origin; race or perceived race; receipt of public assistance or gender identity and gender expression.
4. Direct the director to provide opportunities for professional development programs for all staff which would equip staff members with the skills and knowledge to be sensitive to all people regardless of religion; creed; marital status; family status; sex; sexual orientation; disability; age; colour; ancestry; nationality; place of origin; race or perceived race; receipt of public assistance or gender identity and gender expression.
5. Affirm that it is an Equal Opportunity Employer.
6. Condemn, and refuse to tolerate, any expression of discrimination in any form by its students, staff or trustees.
7. Provide the director with authority to refuse to admit to schools and to classrooms any person, group or association whose intent it is to promote discrimination based on religion; creed; marital status; family status; sex; sexual orientation; disability; age; colour; ancestry; nationality; place of origin; race or perceived race; receipt of public assistance or gender identity and gender expression.

8. The board will not mandate compulsory practices with a spiritual dimension. Activities will be encouraged that reflect the cultural diversity of the community, personal needs of families and children and acknowledges the values and practices of students and parents of all faiths. Two fundamental principles serve as guides:
  - 8.1. No activity will be done for indoctrination;
  - 8.2. No religious belief is given primacy.
9. School opening exercises will teach, support and encourage the principles and goals of the division and where opening exercises are used, they shall be restricted to any or all the following:
  - 9.1 The singing of “O Canada” O Canada may be followed by the playing of the Treaty 6 song and the Métis anthem as part of school opening exercises approved by the school principal and School Community Council.
  - 9.2 May include a “quiet time” for personal reflection
10. Celebrations may not involve a prayer or a reading from any holy book.
11. Student participation in events conducted before and after school is voluntary. Students, parents and/or community members must seek and obtain permission from the school principal to host activities that are specific to their needs provided that such activities are supportive of the values and goals of the division.

Legal Reference: *The Education Act, 1995, Section 85 (1) (a),*  
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