

	Strait Regional School Board I-D-2					
<p style="text-align: center;">STRAIT REGIONAL SCHOOL BOARD <i>Excellence in Lifelong Learning</i></p> <p style="text-align: center;"><i>POLICIES AND GUIDELINES</i></p>	Human Rights and Relationships Equity and Affirmative Measures					
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Equity and Affirmative Measures

POLICY STATEMENT

Inherent in the Strait Regional School Board's commitment to Excellence in Lifelong Learning is the design and implementation of programs and practices dedicated to overcoming attitudes and beliefs that are rooted in stereotyping and prejudice. The Strait Regional School Board promotes policies and procedures that support persons with special needs, ethnic and racially visible persons, Aboriginal persons and women in our education community.

Staff and Student Training

- 1.0.** The Board is committed to addressing inequities by pursuing strategies intended to:
 - 1.1 integrate into all school curricula and activities, measures that are designed to sensitize students, staff, and the education community to the need for identifying and addressing such injustices;
 - 1.2 analyze internal practices and develop opportunities for professional growth and promotion among persons with special needs, ethnic and racially visible persons, aboriginal persons and women who are in the Board's employ;
 - 1.3 implement the provincial Racial Equity Policy (REP) in the Board.

- 2.0** The Strait Regional School Board supports programs which enhance equity and eliminates stereotyping and discrimination by evaluating the reading resources in classrooms and school libraries to address areas of bias and assisting teachers, support staff and students with identifying appropriate reading resources and assessment tools.

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7.4 provide students and the educational community with role models that will encourage a positive human relationship environment.

7.5 ensure that the hiring process for all staff positions reflects the intent of this policy.

8.0 Procedures to improve and create the flexibility required to achieve the Board's policy on Equity and Affirmative Measures shall respect the provisions of the *Charter of Rights and Freedoms*, the *Human Rights Act*, provincial legislation governing labour standards, collective agreements signed by the Strait Regional School Board.

9.0 The Strait Regional School Board will continuously evaluate its policies to ensure adherence and application of equity throughout the Region.

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