

BOARD POLICY	
<i>Policy Section</i> <b>PUBLIC RELATIONS/ COMMUNICATIONS</b>	<i>Policy Number</i> <b>706</b>
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## POLICY TITLE

Valuing Diversity

### 1.0 PURPOSE

The Peterborough Victoria Northumberland and Clarington Catholic District School Board is committed to a faith tradition rooted in the teachings of the Roman Catholic Church. The Board recognizes that all people are created in the image and likeness of God and, as such, have the right to be treated with dignity, respect, and fairness.

### 2.0 POLICY

The Board gives pre-eminence to the tenets of the Catholic faith, congruent with the protection afforded in the *Ontario Human Rights Code*, the *Constitution Act, 1982*, confirmed in the *Canadian Charter of Rights and Freedoms* while promoting tolerance and respect for all people.

### 3.0 GUIDELINES

- 3.1 The Board shall provide a learning and working environment in which all individuals are treated with respect and dignity regardless of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, record of offences, marital status, family status, or disability, in accordance with the teachings of the Catholic Church and the *Ontario Human Rights Code*.
- 3.2 The Board is committed to achieving the expectations in the areas of focus as set out in Ministry Policy/Program Memorandum No. 119: Board policies, shared and committed leadership, school-community relations, religious accommodation, school climate and the prevention of discrimination and harassment, professional learning, and accountability and transparency.

- 3.3 The Board recognizes that discrimination or harassment on the basis of any of the prohibited grounds identified in the *Ontario Human Rights Code* is unacceptable and incompatible with God's design.
- 3.4 The Board and its staff are committed to the elimination of discrimination as outlined in Ontario's Equity and Inclusive Education Strategy.
- 3.5 All policies, including employee policies and administrative procedures, shall be inclusive, fair, and sensitive to diverse populations while maintaining the Board's denominational rights as protected by the *Constitution Act, 1867*, the *Education Act*, and the *Ontario Human Rights Code*.
- 3.6 The Board shall support the development of programs, resources, and system practices which promote the valuing of diversity and the principles of acceptance and respect for all people.
- 3.7 The Board shall promote respect for diversity through the training of informed and committed leaders.
- 3.8 The Board shall ensure open and constructive communication and shall work in cooperation with diverse community, school, and parish partners.
- 3.9 The Board shall seek to engage in ongoing and open communication with its stakeholders about its goals and progress in an effort to increase transparency and public confidence. The Board acknowledges that increased transparency further fosters greater accountability for the implementation and maintenance of the equity and inclusiveness strategy.

#### **4.0 TERMS AND DEFINITIONS**

##### **4.1 CULTURE**

Culture is the mix of ideas, beliefs, values, behavioural norms, knowledge, and traditions of a group of individuals who share a historical, geographic, religious, racial, linguistic, ethnic, or social context, and who transmit, reinforce, and modify those ideas and beliefs, passing them on from one generation to another. A culture is the total of everything an individual learns by being immersed in a particular context. It results in a set of expectations for appropriate behaviour in seemingly similar contexts.

**4.2 DIVERSITY**

Diversity is a term used to encompass all the various differences among people including but not limited to: race, religion, ethnicity, culture, gender, sexual orientation, physical or mental challenges, socio-economic status, age. The term is commonly used in the United States and Canada to describe programs aimed at reducing discrimination and promoting equality of opportunity for all people.

**4.3 TOLERANCE**

Tolerance is the capacity or the practice of recognizing and respecting beliefs and practices differing from or conflicting with one's own.

**4.4 VALUING DIVERSITY**

Valuing diversity is to actively seek out, identify, and understand the diversity in schools and communities.

**5.0 REFERENCES/RELATED DOCUMENTS**

All God's Children, A Report of the Catholic Student Position on the Equity and Inclusive Policy  
The Code of Canon Law, Can. 793 (1), 795, 796 (1), 803 (2)  
Constitution Act 1867, Section 93  
Canadian Charter of Rights and Freedoms  
Catechism of the Catholic Church  
Equality Rights, Chapter 15 (1), (2), 29  
Ontario Human Rights Code  
Education Act, Section 52  
Ministry of Education Policy/Program Memorandum No. 119  
Ministry of Education Policy/Program Memorandum No. 108  
PVNCCDSB Religious Accommodation Guide (Appendix A)  
Respecting Differences, A Resource for Catholic Schools in the Province of Ontario

**6.0 RELATED POLICIES**

Policy 305, Records and Information Management  
Policy 402, Workplace Harassment Prevention  
Policy 406, Accessibility and Barrier Free

**7.0 RELATED FORMS**

**8.0 APPROVED BY BOARD**

December 16, 2008

**9.0 EFFECTIVE DATE**

March 27, 2012

**10.0 POLICY REVIEW DATE**

March 2017

**11.0 REVIEW BY**

Communication Services  
Special Education Services