

DUFFERIN-PEEL CATHOLIC DISTRICT SCHOOL BOARD

BOARD POLICY / REGULATIONS

Board Policy Number:	4.24
Subject:	Antiracism and Ethnocultural Equity
Effective Date:	(46) February 21, 1989

The Dufferin-Peel Catholic District School Board, as a Catholic Institution dedicated to the Church's teachings that all people are created equal, will continue to provide and maintain a learning and working environment of tolerance, fairness, justice and equality for all students, staff and those within the community it serves, while recognizing and acknowledging the diversity of race, religion, or ethnicity. Notwithstanding the rights provided by the Constitution of Canada, the Board condemns any expression of racial, religious or ethnic bias in any form by its students, staff or trustees.

Furthermore, the Dufferin-Peel Catholic District School Board adheres to the following:

- 1) Vision of Ontario Separate School Trustees - Revision of the document "Speaking as Brothers and Sisters" 1995
- 2) The Church and Racism, Rome 1988
- 3) Second Vatican Council
- 4) International, National and Provincial Declarations of Human Rights

REGULATIONS

4.24 ANTIRACISM AND ETHNOCULTURAL EQUITY

Race and Ethnocultural Complaints Procedure:

Preamble

Notwithstanding the measures set out in this Protocol, individuals involved in a complaint, as a complainant or respondent, have the right to approach the Human Rights Commission to make a formal complaint under the provisions of the Human Rights Code. This complaints procedure covers race and ethnocultural harassment, discrimination and incidents as defined in the Race and Ethnocultural handbook Handling Racial and Ethnocultural Incidents.

STEP ONE: INFORMATION STAGE

The Superintendent of Human Resources receives information from the complainant concerning alleged racial or ethnocultural harassment, discrimination and/or incidents. The Superintendent of Human Resources acknowledges information received from the complainant and informs the person, who is alleged to have been involved, about the complaint. The Superintendent of Human Resources informs the Race Relations Officer about the complaint and directs the Race Relations Officer to gather the facts in the matter.

STEP TWO: FACT GATHERING STAGE

The Race and Ethnocultural Relations Officer will gather all the facts of the matter from all the parties involved in the complaint. The Race Relations Officer will gather facts by personal interview, by witness statements, by witness statements in addition to the parties and affidavits signed by the parties involved. The Race Relations Officer will gather the facts on an objective basis without making conclusions or any decision as to the merits or as to the truth of the complaint. After gathering the facts the Race Relations Officer will report the facts to the Superintendent of Human Resources.

STEP THREE: INFORMATION & FACTS REVIEW

The Superintendent of Human Resources and the Race Relations Officer will review the information submitted by the complainant and all the facts in the matter, including affidavits and witness statements obtained by the Race Relations Officer.

STEP FOUR: INFORMAL MEETING

The Superintendent of Human Resources and the Race Relations Officer will meet informally with the complainant and the respondent involved in the complaint. The Superintendent of Human Resources will present the facts of the matter to all parties and seek a solution to the complaint.

STEP FIVE: FORMAL REVIEW

If the Superintendent of Human Resources and the Race Relations Officer cannot resolve the complaint with the parties involved after due consideration of the facts, the complainant may proceed with the complaint and the complaint will be referred to the Racial Discrimination Review Committee.

The Director of Education will appoint an Associate Director, the Superintendent of Employee Relations or designate, and a Superintendent of Schools to be members of the Racial Discrimination Review Committee. Those appointees shall not have been involved in the investigation of the complaint.

The Superintendent of Human Resources and the Race Relations Officer will present the information of the complainant and the facts to the Review Committee. The complainant and the respondent may request an opportunity to make a statement to the committee. The Committee may request that the complainant and the respondent appear before the Committee to present their case. Committee will review the information of the complainant and the facts of the case and issue a report on the matter with possible recommendations. The Racial Discrimination Review Committee will report to the Director of Education.

STEP SIX: DIRECTOR'S REPORT

The Director of Education will review the report of the Racial Discrimination Review Committee and make a decision based on the report of the Committee which might include a recommendation to the Board. The decision or recommendation(s) of the Director will be communicated to the respondent and appropriate information will be given to the complainant subject to the requirements of the Municipal Freedom of Information and Protection of Privacy Act, 1989.