

... having as its aim the creation of a climate of understanding and mutual respect for the dignity and worth of each person so that each person feels a part of the community and able to contribute fully to the development and well-being of the community ...

Preamble - Ontario *Human Rights Code*



**OTTAWA-CARLETON**  
DISTRICT SCHOOL BOARD

# **HUMAN RIGHTS POLICY**

# What are human rights?



From: Canadian Human Rights Commission

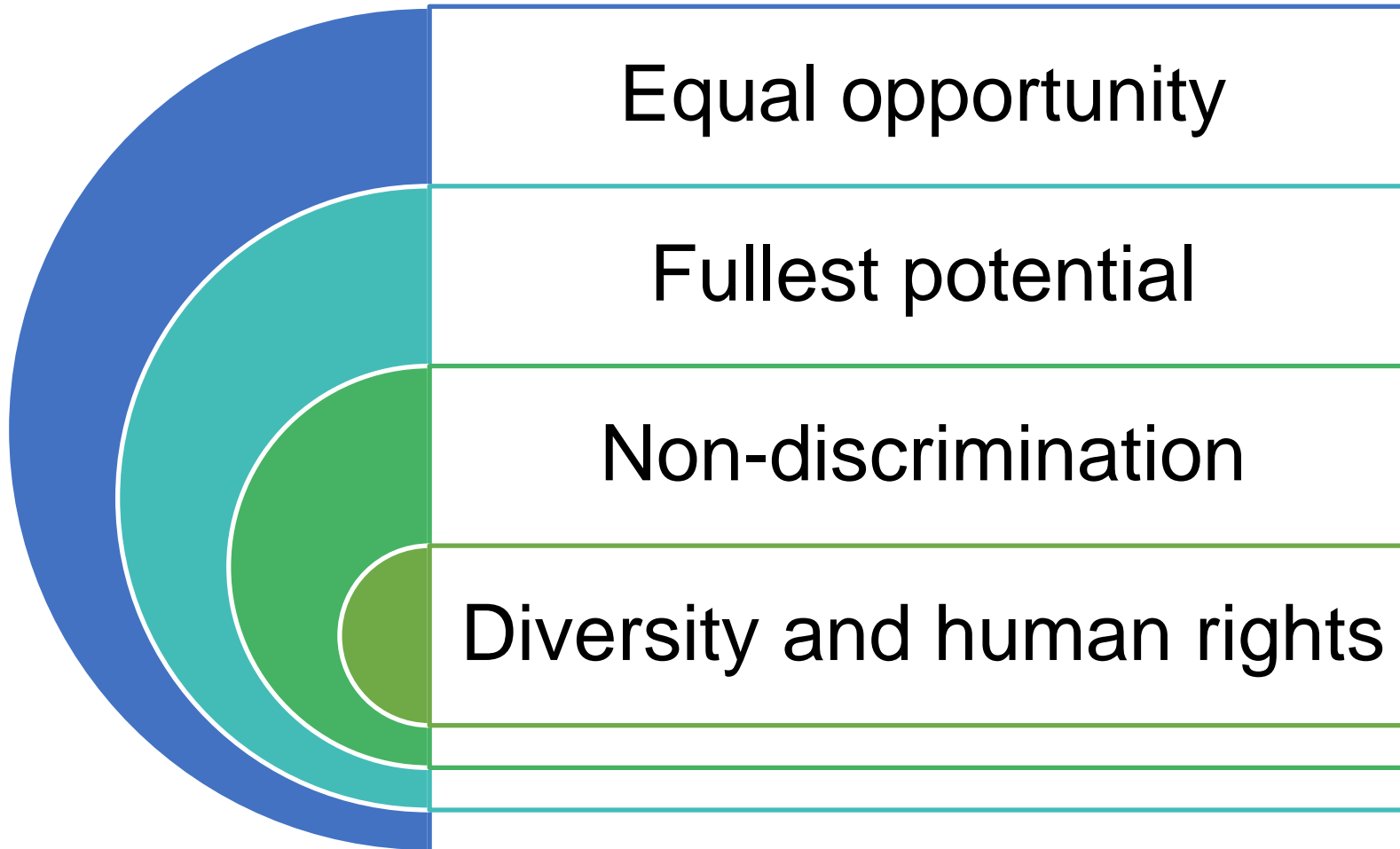
<https://www.chrc-ccdp.gc.ca/eng/content/asl>



OTTAWA-CARLETON  
DISTRICT SCHOOL BOARD

**HUMAN RIGHTS POLICY**

# What is the right to education?



OTTAWA-CARLETON  
DISTRICT SCHOOL BOARD

HUMAN RIGHTS POLICY

# What is discrimination?



OTTAWA-CARLETON  
DISTRICT SCHOOL BOARD

HUMAN RIGHTS POLICY

# What is harassment?

Unwelcome verbal, psychological, physical or environmental behaviour that continues over time



Because of race, gender, religion, disability or any other protected ground



Harassment



OTTAWA-CARLETON  
DISTRICT SCHOOL BOARD

HUMAN RIGHTS POLICY



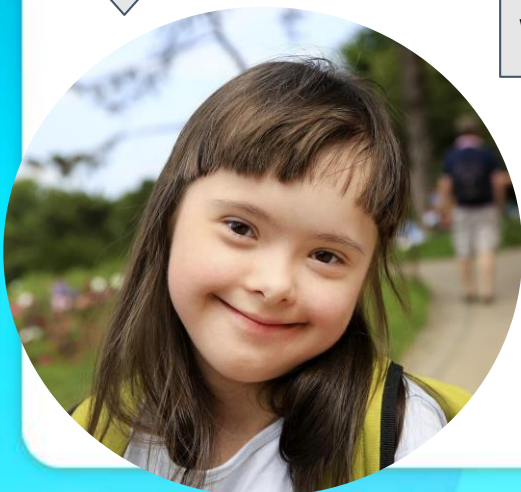
# Consultation Questions

**Q1** What do you think are the most important human rights issues for the OCDSB to address? Why?

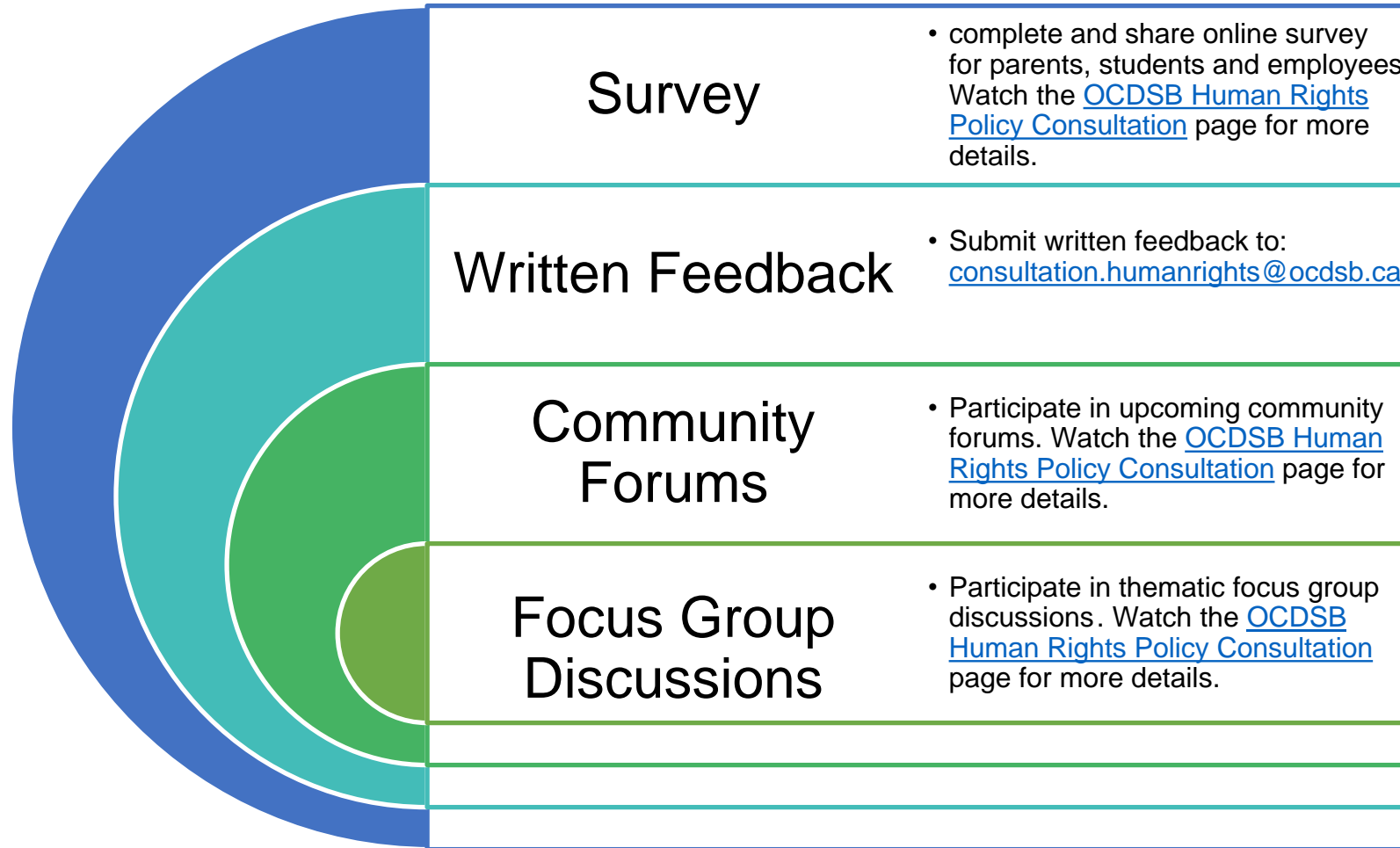
**Q2** Grounds protected from discrimination under the Ontario Human Rights Code include race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status and disability. Are other factors that you think should be considered? Why?

**Q3** When someone has a human rights concern, there are many ways it can be addressed. How do you think the OCDSB can receive and respond to a human rights concern in a way that makes that person feel safe? How can we improve the process to make it more accessible and effective for everyone?

**Q4.** How can the OCDSB best communicate with staff, students and families to help them understand their rights and responsibilities and to understand how to raise a human rights concern if they have one?



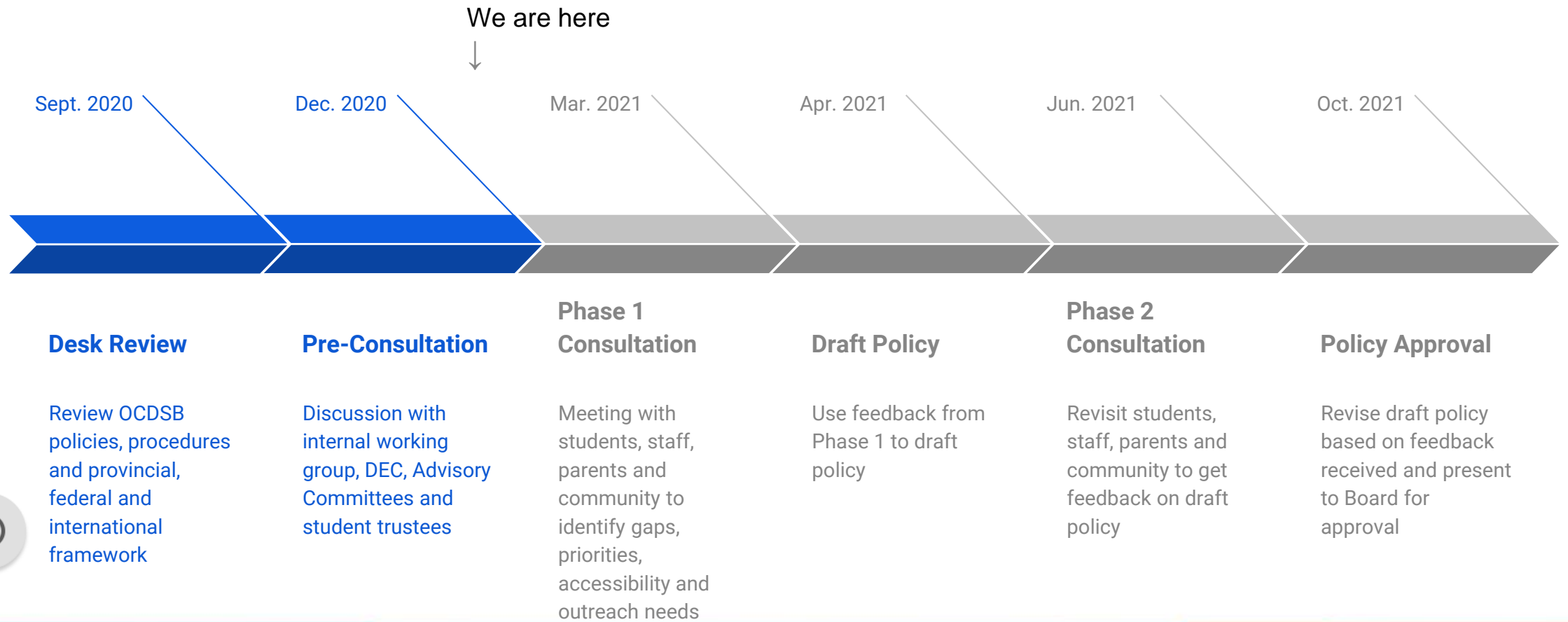
# How can people engage?



OTTAWA-CARLETON  
DISTRICT SCHOOL BOARD

HUMAN RIGHTS POLICY

# Timeline



OTTAWA-CARLETON  
DISTRICT SCHOOL BOARD

**HUMAN RIGHTS POLICY**