



## **P031, Human Rights Policy Review: Phase 5**

**To:** Governance and Policy Committee

**Date:** 2 June, 2021

**Report No.:** 06-21-4105

### **Strategic Directions**

- Create a Culture for Student and Staff Well-Being
- Transform Student Learning
- Provide Equity of Access to Learning Opportunities for All Students
- Allocate Human and Financial Resources Strategically to Support Student Needs
- Build Strong Relationships and Partnerships Within School Communities to Support Student Learning and Well-Being

### **Recommendation**

It is recommended that the revised Human Rights Policy (P031), as presented in this report, be approved.

### **Context**

The current Human Rights Policy (P031) (“Policy”) was adopted by the Board of Trustees on May 3, 2000 and last updated on May 19, 2004. The Policy has been reviewed in accordance with the Policy Review Work Plan approved by the Governance and Policy Committee on June 7, 2017. On April 29, 2020, the Governance and Policy Committee received a status update on the review of the Policy. The status update outlined the HRO’s expanded mandate and the Board’s strategic priorities in relation to the Human Rights Policy (P031).

The proposed revised Policy is included at Appendix A (with tracked changes version at Appendix B), and a summary of the proposed changes are included at Appendix C.

The current proposed content revisions to the Policy are based on the Committee’s directions, the Policy Review Work Plan (Appendix D), a critical equity review of

operational requirements and current practices, as well as a scan of related policies in other jurisdictions (Appendix D).

Revisions to the Policy are also based on feedback received during policy consultations including from students, staff and community members, TDSB's Urban Indigenous Education Centre, federations, unions, staff associations and the Board's Community Advisory Committees including direct engagement with the Special Education Advisory Committee and Parent Involvement Advisory Committee. Public consultations were conducted from February 17, 2021 until May 11, 2021.

The revised Policy actions TDSB's commitment to meeting its obligation under the Ontario *Human Rights Code* by providing schools, workplaces, and other TDSB environments that respect human rights. The Policy seeks to protect, promote and advance the human rights of all TDSB members to learn, function and work in an equitable, accessible, respectful and inclusive environments free of discrimination and harassment on the basis of the protected grounds of discrimination specified in the Policy and protected under the Ontario *Human Rights Code*. The Policy also ensures that the TDSB meets its positive human rights obligations, including to proactively identify, address, and prevent all forms of discrimination, including individual and systemic discrimination.

The revised Human Rights Policy (P031) is being presented to the Committee for consideration and approval.

## **Action Plan and Associated Timeline**

Subject to the Governance and Policy Committee's directions, the revised Policy will be presented to the Board of Trustees for consideration and final approval on June 30, 2021. Staff will initiate the review of existing and, as required, development of new operational procedures to support implementation of the revised Policy.

## **Resource Implications**

No additional resources will be required for the implementation of the revised Policy at this time.

## **Communications Considerations**

Following Board approval, the Policy will be communicated to the system and posted on the Board's public website.

## **Board Policy and Procedure Reference(s)**

- Acceptable Use of Information Technology Resources (P088)
- Accessibility (P069)
- Board Member Code of Conduct (P075)
- Caring and Safe Schools (P051)
- Dealing with Abuse and Neglect of Students (P045)
- Equity (P037)
- Gender-Based Violence (P071)
- Reporting of Suspected Wrongdoing (Whistleblowing) (P066)
- Respectful Learning and Working Environment (P073)
- Workplace Harassment Prevention for Non-Human-Rights-Code Harassment (P034)
- Workplace Violence Prevention (P072)
- Abuse and Neglect of Students (PR560)
- Board Code of Conduct (PR585)
- Bullying Prevention and Intervention (PR703)
- Code of On-line Conduct (PR571)
- Complaint Protocol for the Board Member of Conduct (PR708)
- E-mail Usage (PR572)
- Police-School Board Protocol (PR698)
- Reporting and Responding to Racism and Hate Incidents Involving or Impacting Students in Schools (PR728)
- Sexual Misconduct by Students (PR608)
- Workplace Harassment Prevention and Human Rights Procedure (PR515) [Note: currently under review]

## **Appendices**

- Appendix A: Human Rights Policy (P031) – Revised, Clean
- Appendix B: Human Rights Policy (P031) – Revised, Changes Tracked
- Appendix C: Summary of changes to the revised Human Rights Policy (P031)
- Appendix D: Policy Review Workplan and Scan

## **From**

Jim Spyropoulos, Executive Superintendent, Human Rights and Indigenous Education at [jim.spyropoulos@tdsb.on.ca](mailto:jim.spyropoulos@tdsb.on.ca) or at 416-397-3678.

Irit Kelman, Acting Senior Manager, Human Rights Office at [irit.kelman@tdsb.on.ca](mailto:irit.kelman@tdsb.on.ca) or 416-393-0502.