

# Responding to Discrimination



The RCDSB upholds the Ontario Human Rights Code and the Canadian Charter of Rights and Freedoms. As a District we are committed to creating safe, inclusive and equitable schools, classrooms and spaces for all. In RCDSB, we are committed to responding to all forms of discrimination by using the following framework:

## Address the Behaviour

Responding to discrimination is important for a safe learning and working environment. Make a clear statement to the individual that the behaviour being displayed is discriminatory. Remind them that RCDSB schools are a safe space for all. Ensure bystanders can hear you, and explain that silence implies agreement and acceptance.

## Name the Behaviour

Explicitly name the words or behaviour (e.g. anti-Indigenous racism, anti-Black racism, anti-Semitism, sexism, ableism, homophobia, Islamophobia, transphobia, etc.), and identify that the words or behaviour is discriminatory and unacceptable at school, or at any time in our society.

## Support the Targeted Person

Ask the targeted individual or group how you can best provide support. Do not assume you know what's best in that moment. Depending on your role at school (student or staff member), this could include reporting to a teacher/VP/P, consulting with parents, referring to a school support counsellor, etc.

## Ensure Accountability

Individuals and groups who display discriminatory words and behaviour towards others at any RCDSB school or site will be held accountable. Ongoing education is a priority, but progressive discipline is a possibility.

## Educate

Equity, Anti-Racism & Anti-Oppression learning and training will continue to be a top priority at the RCDSB for both students and staff. Individuals (students or staff) who participate in discriminatory behaviour may be required to take part in additional anti-oppression training.

## Restore School Culture/Climate

It is important to continue to examine the culture and/or climate for root causes of systemic racism, oppression and discriminatory practices. Students are encouraged to consult with staff on this matter, and staff may wish to consult with their System Principal or Superintendent to ensure a safe, equitable and inclusive learning environment can be maintained for all.

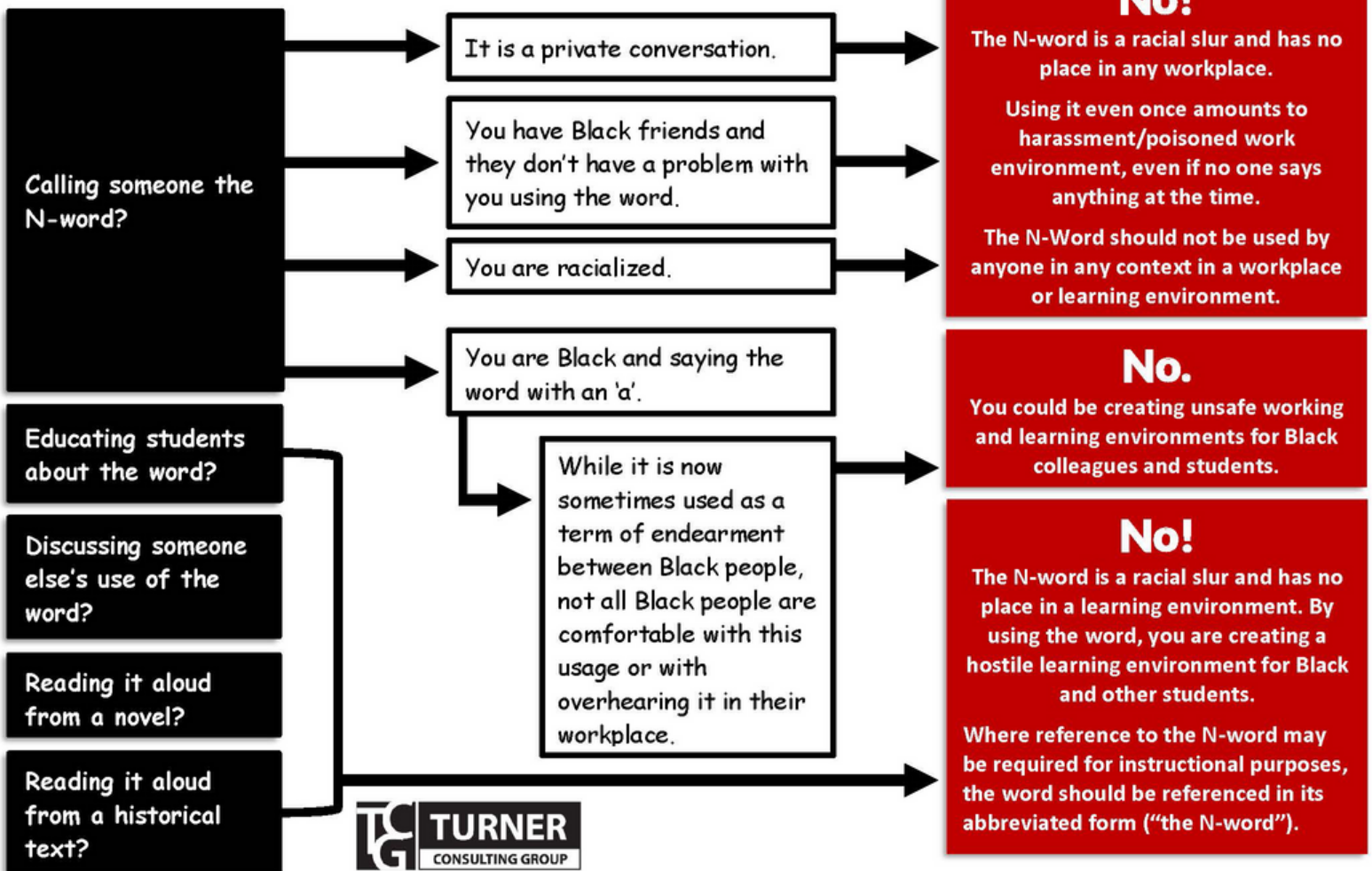
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# As a teacher, can I use the N-word at school?

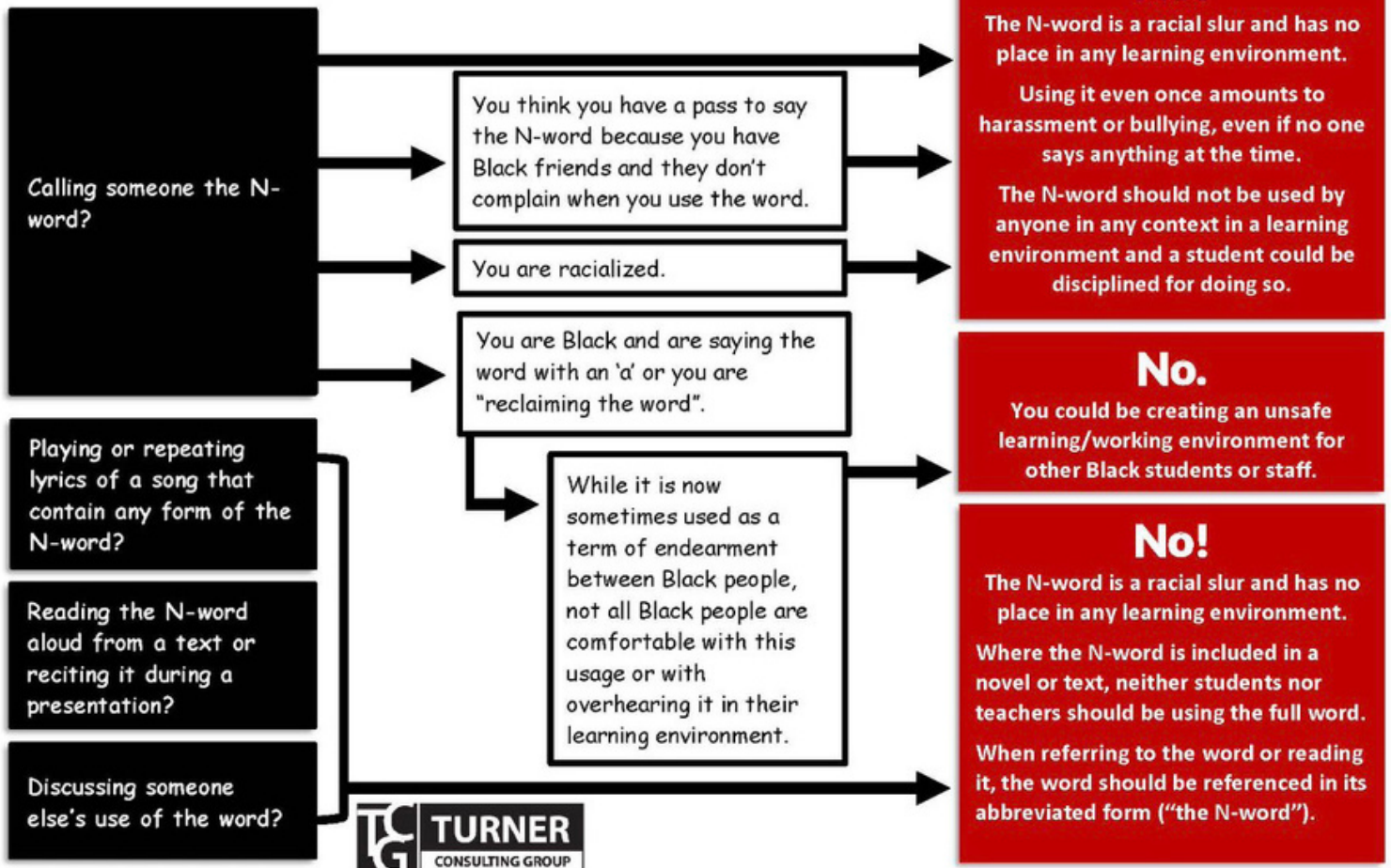
Are you...



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# As a student, can I use the N-word at school?

Are you...



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