



DISTRICT PRACTICE 8500
DIVERSITY AND INCLUSION

DISTRICT PRACTICE:

The School District No. 6 (Rocky Mountain) (“District”) vision contains principles of an inclusive and accepting culture where everyone belongs and there is respect for diversity.

1. DISTRICT, SCHOOL, AND STAFF RESPONSIBILITIES

- a) The District and schools will provide opportunities to increase awareness of the impact of discriminatory conduct on individuals.
- b) The District and schools will provide opportunities for staff to increase their knowledge and skills in promoting respect for human rights, supporting diversity and addressing discrimination in schools.
- c) The District and schools will take action when there is evidence of, or a specific complaint of discriminatory conduct, regardless of the person’s intent. Staff action will include education about the harmful impact of such behaviour. Necessary disciplinary action, consistent with applicable policy and practice, will occur.
- d) The District and schools will build greater awareness of, and responsiveness to the harmful effects of isolation resulting from homophobic and/or transphobic discrimination.
- e) Staff and students will be informed on how and when to report incidents of discrimination.
- f) Schools will support age-appropriate inclusive clubs, groups, and activities, including but not limited to gay/straight alliance clubs (GSAs).
- g) The District and schools will support any individual or group of individuals in the District that requests help and support for issues of discrimination.

2. EDUCATION AND AWARENESS

- a) The District will work continuously to educate all members of the school community (including students, staff, parents and guardians) to prevent discrimination based on any real or perceived differences.
- b) Schools will provide developmentally appropriate activities, as well as learning and library resources to support the intent of this policy.

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REFERENCES: [Freedom of Information and Protection of Privacy Act](#)

ADOPTED: September 2019

Amended: