

... 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 ...

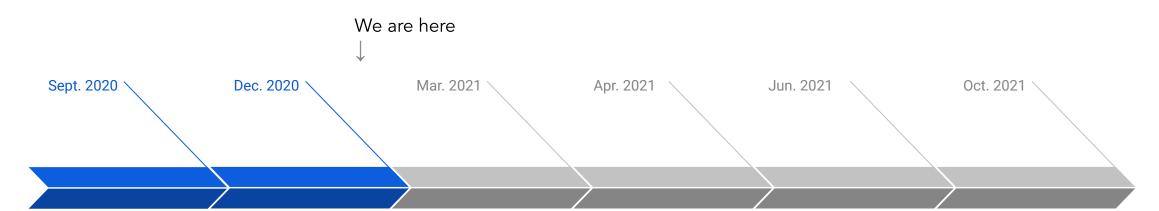
Preamble - Ontario Human Rights Code

Development of a Human Rights Policy



Timeline





Desk Review

Review OCDSB policies, procedures and provincial, federal and international framework

Pre-Consultation

Discussion with internal working group, DEC, Advisory Committees and student trustees

Phase 1 Consultation

Meeting with students, staff, parents and community to identify gaps, priorities, accessibility and outreach needs

Draft Policy

Use feedback from Phase 1 to draft policy

Phase 2 Consultation

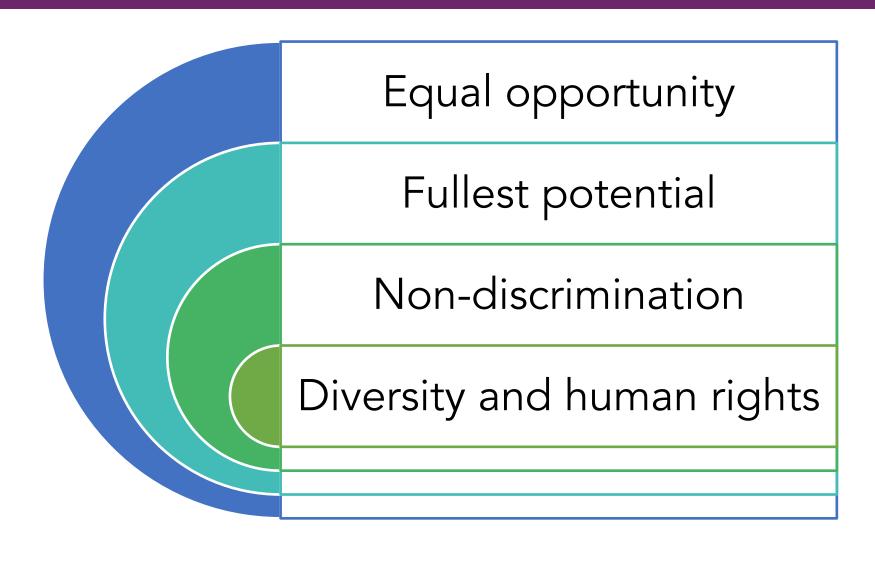
Revisit students, staff, parents and community to get feedback on draft policy

Policy Approval

Revise draft policy based on feedback received and present to Board for approval

Right to Education





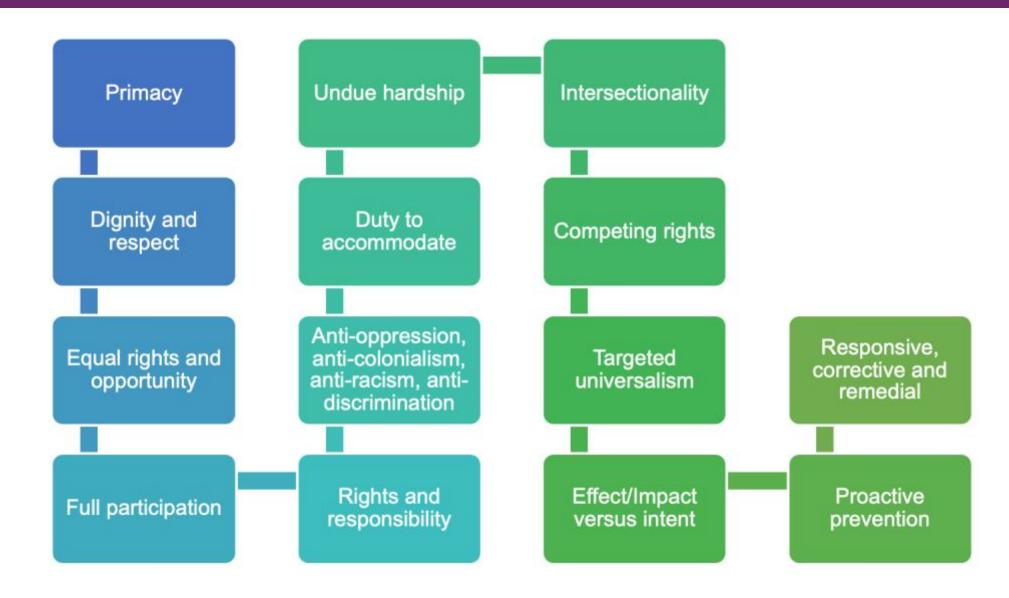
Human Rights Policy for Whom?





Human Rights Policy Principles





Consultation Questions



Q1 Thinking about your experience with OCDSB, what do you see as the most important human rights issues for the District 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, record of offences, marital status, family status and disability. Are other factors that should be considered? Why?

Q3 When someone has a human rights concern, there are many ways it can be addressed. How do you think OCDSB can receive and respond to a human rights concern in a way that makes a person feel safe, is accessible and is effective? What needs to be considered for the process to work well for everyone?

Q4. How can we help make sure that everyone understands their rights and responsibilities under the human rights policy?



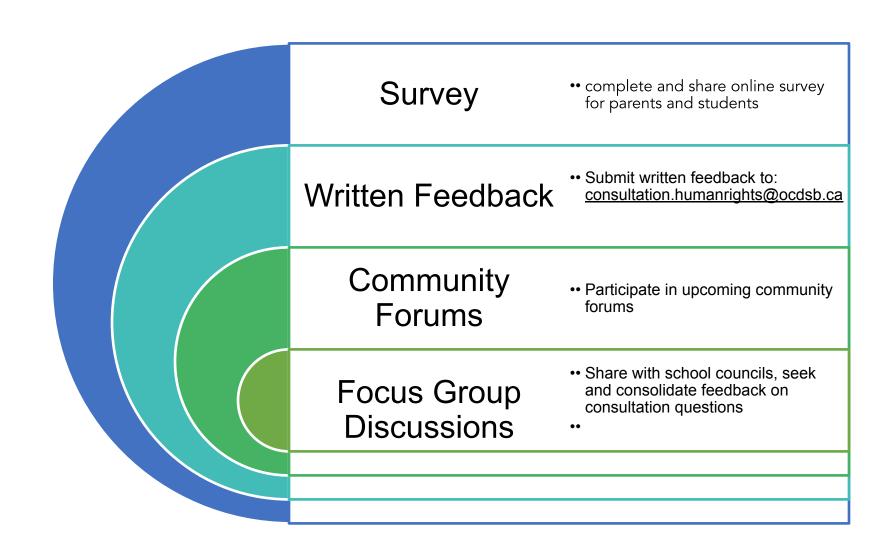






How can people engage?





Path Forward

and provincial,

federal and

framework

international

group, DEC, Advisory

Committees and

student trustees

parents and

community to

identify gaps,

accessibility and outreach needs

priorities.



received and present

to Board for approval



consultation.humanrights@ocdsb.ca

policy

community to get

feedback on draft

policy