

MEMO

Date: March 10, 2021

To: All PDSB Staff

From: Colleen Russell-Rawlins, Director of Education

Re: **PDSB Staff Requirement – Discriminatory Slurs and Statements in Learning Environments**

STATEMENT

PDSB is committed to ensuring that all our students are provided with a safe, respectful and culturally responsive curriculum which empowers and affirms them on their journey to reaching their highest potential. As a public school board serving the diverse community of Peel Region, we are committed to fulfilling our legal, professional and moral duty to protect the well-being and integrity of all our staff, students, schools and learning environments from the harmful use and/or condonation of any hate speech, racial and discriminatory slurs, epithets and/or statements (collectively referred to in this Staff Requirement as “**discriminatory slurs and statements**”).

Through this PDSB Staff Requirement, we are affirming the individual and organizational duties and responsibilities of all PDSB School Staff to:

- 1) ***Refrain from;***
- 2) ***Report;***
- 3) ***Interrupt and Disrupt;***
- 4) ***Support and Restore;***
- 5) ***Communicate and Investigate; and***
- 6) ***Not Condone (Failure to Report),***

the use of any type of discriminatory slur or statement, verbal or written, including online or via social media, which adversely impact PDSB’s schools and learning environments.

Note: A **discriminatory epithet** is a disparaging or abusive word or phrase used to characterize a person based on demeaning and discriminatory profiles or stereotypes. **Hate speech** is inflammatory speech or writing that incites hatred or violence, expresses prejudice and/or perpetuates false narratives of the superiority or inferiority of any particular group.

Nothing in this Staff Requirement is intended to discourage or prohibit PDSB School Staff from engaging in teaching curriculum that seeks to include the diversity of PDSB’s student demographic in meaningful, equitable and respectful ways that empower and affirm our students’ identities and histories, and/or which educate and inform from an anti-racist, anti-oppressive lens aligned with PDSB’s system goals of dismantling all forms of racism, supremacy and discrimination at PDSB, including Anti-Black racism. This Staff Requirement will be applied equitably and considering all relevant context.

“**School Staff**” in this Staff Requirement refers to all PDSB staff in all learning environments, including but not limited to: all Teachers, Principals, Vice-Principals, Superintendents, Educational Assistants, Administrative Staff, Early Childhood Educators, Custodial Staff, Lunchroom Supervisors, Library Staff, etc.

“**Learning environment**” means all physical and virtual PDSB school or learning environments and includes the use of discriminatory slurs and statements posted online or on social media that adversely impacts a PDSB learning environment.

APPLICATION

This Staff Requirement applies to the use of discriminatory slurs and statements:

- ***by School Staff towards students*** individually or in learning environments, verbally or in writing, (e.g. said out loud during class, read out loud when quoting or referencing curriculum, writing out and/or projecting texts for viewing by students, etc.);
- ***by School Staff towards other School Staff*** in PDSB’s learning environments (e.g. in staff rooms or staff meetings, in the hallway, on social media, etc.);
- ***by students and/or parents that has an adverse impact on the learning environment broadly*** (e.g. a social media post by a student containing discriminatory slurs and statements that becomes known to other students/staff and has an adverse impact on the learning environment).

This Staff Requirement does not apply to:

- ***Student-to-student conduct*** between individual students, which is addressed under *PDSB Policy 48 - Safe and Accepting Schools*. Please note that *PDSB Policy 48 - Safe and Accepting Schools* is currently being revised, but its current version continues to be in force and effect.

PDSB STAFF REQUIREMENT

1. **No Discriminatory Slurs or Statements:** All PDSB School Staff must **(1) Refrain From** the use of discriminatory slurs and statements in any PDSB learning environment. The use of discriminatory slurs and statements serves no useful or equitable educational purpose and is not acceptable. See “Application” above for how, where and to whom this Staff Requirement applies.

This includes the use of the N-word and other discriminatory slurs and statements including those which adversely impact the Indigenous, Muslim, Jewish, South Asian and LGBTQ2+ communities. See below for a list of examples this Staff Requirement is intended to address.

2. **Mandatory Reporting:** To ensure that discriminatory slurs and statements within PDSB learning environments are recorded and addressed consistently through an appropriate institutional response:

All PDSB School Staff must immediately **(2) Report** any and all incidents or complaints of the use of a discriminatory slur or statement impacting PDSB’s learning environments which are:

- a) used by them in a learning environment;
- b) raised by a student(s) and have an adverse impact on the learning environment;
- c) reported to them in their capacity as PDSB School Staff;
- d) which they otherwise become aware of (for example, via social media, in conversation between colleagues or with students, in staff rooms or staff meetings), to:
 - i. **their Principal or Vice-Principal;**
 - ii. **their Superintendent;** AND
 - iii. **copying the Human Rights Office at PDSB at hrco@peelsb.com,**

How to Report:

Reports must be made through the **Discriminatory Slurs and Statements Mandatory Reporting Email** and must be emailed to the parties above. Personal information and other identifying details will not be disclosed to the Human Rights Office.

**Save the Reporting Email to your Desktop
for easy and immediate access.**

Where a student or parent makes a complaint directly to the **Principal or Vice-Principal**, the Principal or Vice-Principal must immediately report the incident **through the Reporting Email** to their Superintendent, copying the Human Rights Office.

If any of the parties above are involved in the use of a discriminatory slur or statement in PDSB learning environments, the Reporting Email must be sent to the individual's next-level reporting supervisor, copying the Human Rights Office. The Human Rights Office will immediately contact the Superintendent and/or appropriate Associate Director to create accountability and ensure the issue is addressed in a responsive and effective manner.

Confidentiality

In order to maintain a safe and healthy working and learning environment free from gossip or rumour-mongering, all PDSB School Staff involved in an incident and/or report of the use of discriminatory slurs and statements, including Principals and Vice-Principals, must not discuss the incident with other School Staff or students.

No Reprisal for Reporting

Reprisal or threats of reprisal by any PDSB School Staff, including Teachers, Principals or Vice-Principals, against any PDSB student or School Staff who reports the use of a discriminatory slur or statement creates an unsafe and hostile learning and working environment. **This behaviour will not be tolerated.** PDSB will respond firmly to any such reprisal or threats of reprisal and investigate immediately.

Reprisal against a student may include adverse or differential treatment in the school or learning environment, for example, impacting their grades or evaluations. **Reprisal against PDSB School Staff** may include adverse or differential treatment such as exclusion or isolation, as well as action or inaction impacting job duties, responsibilities, privileges, advancement etc. Breaching confidentiality by discussing the incident with other School Staff or students may also be considered reprisal if it encourages an unsafe and hostile working/learning environment for those involved in an incident and/or report of a discriminatory slur or statement.

If PDSB School Staff or students experience reprisal by other members of School Staff, including Principals or Vice-Principals, for reporting the use of a discriminatory slur or statement, they are encouraged to contact the Human Rights Office at PDSB at hrco@peelsb.com. With consent, the Human Rights Office will contact the Superintendent and/or appropriate Associate Director to create accountability and ensure the issue is addressed in a responsive and effective manner. Where appropriate, the Human Rights Office may formally investigate the issue.

- Interrupt and Disrupt, Support and Restore:** All PDSB School Staff must **(3) Interrupt and Disrupt** and **(4) Support and Restore** the learning environment in response to the use of discriminatory slurs and statements: (a) used by them in a learning environment, (b) raised by a student and having an adverse impact on the learning environment, (b) reported to them in their capacity as School Staff, or (c) which they otherwise become aware of, in accordance with the Accountability Action Steps set out in **Appendix A**.

Interim Measures

PDSB may implement interim measures in response to the use of a discriminatory slur or statement by PDSB School Staff in PDSB learning environments. **The Principal and Vice-Principal, or where appropriate, the Superintendent,** will be responsible for ensuring that: (i) no reprisal or threat or reprisal is taken by any PDSB School Staff against any PDSB student or School Staff who reports the use of a discriminatory slur or statement or any potential witness involved; and (ii) there is no contact or communication between the PDSB School Staff alleged to have used the discriminatory slur and statement and any student or School Staff who reports its use, including any potential witnesses involved, beyond what is absolutely necessary for school operations or job functions. **All interim measures beyond the above must be approved by the appropriate Associate Director.**

- Communicate and Investigate:** After making a mandatory report in accordance with this Staff Requirement, all **Principals or Vice-Principals or, where appropriate, the Superintendent,** must **(5) Communicate** next steps to students (including their parents) and School Staff involved in an incident regarding PDSB's institutional response to the discriminatory slur or statement in accordance with the Accountability Action Steps set out in **Appendix A**.

Principals or Vice-Principals or, where appropriate, the Superintendent, will **Investigate** all reports of the use of a discriminatory slur or statement with the involvement and guidance of the Human Rights Office. Additional PDSB senior leadership will be made aware of the incident by the Superintendent to ensure an appropriate institutional response is taken and accountability is created.

The Human Rights Office will record and track the incident in a manner that does not reveal personal information or other identifying details regarding those involved in the incident. The Human Rights Office will assist with identifying human rights issues, provide guidance to ensure a procedural fair investigation aligned with human rights principles is conducted and assist with determining appropriate remedial and restorative action.

- Failure to Report:** Failure by any School Staff, including Teachers, Principals, Vice-Principals, Superintendents and all other School Staff, to comply with the above PDSB Staff Requirement may be seen as **(6) Condoning** the use of discriminatory slurs and statements in PDSB's learning environments.

Condoning discriminatory conduct is a violation of PDSB's legal obligations under the Ontario *Human Rights Code*, a breach under PDSB Policy 51 – Human Rights and a breach of PDSB School Staffs' duties and responsibilities as set out in PDSB Policy 48 - Safe and Accepting Schools (see **Appendix B** for the duties, responsibilities and legal obligations of PDSB staff under the Ontario *Human Rights Code* and PDSB Policies). This conduct diminishes the integrity of PDSB as a school community and harms our relationship with the parents and students whom we serve.

Breach of these duties, responsibilities and legal obligations may result in discipline up to and including termination of employment. For example, suspension with or without pay and/or reporting to the Ontario College of Teachers where required.

Any failure by PDSB School Staff to report the use of a discriminatory slur or statement: (a) used by them in a learning environment, (b) raised by a student and having an adverse impact on the learning environment, (b) reported to them in their capacity as PDSB School Staff, or (c) which they otherwise become aware of, will be addressed and investigated immediately by PDSB senior leadership with appropriate oversight.

Any concerns regarding the use of a discriminatory slur or statement or the failure of PDSB School Staff to report in accordance with this Staff Requirement can be brought to the attention of the Human Rights Office at hrco@peelsb.com. The Human Rights Office will immediately contact the relevant Superintendent and/or Associate Director to ensure the incident and the failure to report is addressed in a timely and responsive manner.

EXAMPLES

This PDSB Staff Requirement is aimed at addressing the prevalence of discriminatory slurs and statements within our learning environments perpetuated by Anti-Black racism, Anti-Indigenous racism, Islamophobia, Antisemitism, Homophobia, racism against the South Asian and Asian community and other systems of oppression. This included, but is not limited to the following:

- The use of the N-word and other discriminatory slurs and statements against staff and students based on attributes or stereotypes associated with race, colour, ethnic origin, place of origin, ancestry etc., which negatively impact the Black, African and Caribbean community (e.g. inappropriate comments regarding enslavement, etc.)
- Discriminatory slurs and statements based on attributes or stereotypes associated with race, colour, ethnic origin, place of origin, ancestry etc., including those which negatively impact other PDSB communities. For example:
 - discriminatory slurs and statements made about the Sikh or South Asian communities, for example, references to “terrorism” or referencing a particular cultural food or diet;
 - Inappropriate comments denying or minimizing the cultural genocide committed in Canada against Indigenous People and Nations through the residential school system and other past and/or present oppressive practices and policies;
 - stereotyping specific groups with certain types of behaviour (e.g. as being “criminal”, “deviant”, “gang-affiliated”, prone to certain behaviours, etc.);
 - written or verbal comments or statements which inappropriately reference a physical attribute of a particular group, including inappropriate naming or nick-naming of schools or events (e.g. inappropriate references to hair or other bodily features).
- Recognizing that discrimination extends beyond racism, discriminatory slurs and statements that perpetuate systems of oppression based on creed, including its intersection with race, ethnic origin, place of origin, ancestry, etc., including:

- Islamophobia (e.g. asking Muslim students about “Shariah law”; demeaning or unwelcome comments or statements made towards or about Hijaab-wearing students or about religious figures; demeaning or unwelcome comments about Salaah i.e. daily prayer performed by Muslims);
- Antisemitism (e.g. comments denying or minimizing the Holocaust; comments associating Jewish people as a creed and a culture with certain types of behaviour).
- Discriminatory slurs and statements that perpetuate systems of oppression based on gender identity, gender expression, and/or sexual orientation such as Homophobia and Transphobia.
- In the context of COVID-19, discriminatory slurs and statements also includes discrimination against Asian communities.
- Graffiti, displays or publications of discriminatory slurs, statements or symbols in PDSB material or on PDSB property (e.g. drawing a swastika in a learning environment) or being unduly subjected to references to racist or discriminatory organizations in PDSB materials or on PDSB property (e.g. having “Proud Boys” painted on a locker or school wall).

PDSB STAFF DUTIES AND RESPONSIBILITIES

Dismantling systemic discrimination in our learning environments requires accountability at all levels and a shared understanding of our duties and commitments to one another. **Appendix B** to this PDSB Staff Requirement clearly sets out the duties, responsibilities, and legal obligations of all PDSB staff, including Teachers, School Staff, Principals, Vice-Principals and Superintendents, under:

1. *Ontario Human Rights Code*
2. PDSB Policies:
 - a. Policy 51 - Human Rights
 - b. Policy 54 - Safe and Accepting Schools
 - c. Policy 48 - Equity and Inclusive Education
3. *Ontario College of Teachers Act*

The Ontario Ministry of Education’s February 2020 Review of PDSB vividly demonstrated the negative impacts of discriminatory slurs and statements on the dignity, physical and mental well-being of PDSB’s diverse community of students and staff and particularly, the prevalence of Anti-Black racism, Anti-Indigenous racism, Islamophobia, Anti-Semitism, Homophobia and other systems of oppression within our learning environments. This was highlighted by Dr. Carl James in his report on PDSB entitled, [*We Rise Together*](#). The Ministry of Education’s February 2020 Review also noted a lack of immediate rejection, reproach, investigation and appropriate discipline in response to discriminatory slurs and statements, as well as a lack of support for the student or staff who was subject to the discriminatory slur or statements. This action, and lack of action, by School Staff is unacceptable and will not be tolerated at PDSB.

This PDSB Staff Requirement is one of many steps PDSB is taking action to fulfill our professional, moral and legal obligations to **(1) Refrain from, (2) Report, (3) Interrupt and Disrupt, (4) Support and Restore, (5) Communicate and Investigate,** and **(6) Not Condone** the use of discriminatory slurs and statements in our learning environments and to ensure a safe, healthy and inclusive learning and working environment for all PDSB staff and students.

Signed and directed by:

Colleen Russell-Rawlins	Director of Education & Secretary to the Board
Giselle Basanta	General Counsel, Legal and Governance Services
Tania Alatishe-Charles	Controller - Finance Support Services
Harjit Aujla	Superintendent of Education, NFO
Liz Cook	Executive Superintendent - Student Learning Support Services
Paul da Silva	Superintendent of Education, MFO
Patrika Daws	Superintendent of Education, NFO
Donna Ford	Superintendent - Indigenous Education, Anti-Racism, Oppression & Community Partnerships
Jaspal Gill	Associate Director of Operations & Equity of Access Support Services
Soni Gill	Superintendent of Education, MFO
Tiffany Gooch	Executive Lead - Public Engagement and Communications
Leslie Grant	Superintendent of Education - Acting, MFO
Poleen Grewal	Associate Director of Instructional and Equity Support Services
Antoine Haroun	Chief Information Officer, LTSS
John Hartzema	Controller – Facilities and Environmental Support Services
Nina Jaiswal	Superintendent of Education, MFO
Camille Logan	Associate Director of School Improvement and Equity Support Services
Michael Logue	Superintendent of Education, NFO
Ozma Masood	Superintendent of Education – Acting, NFO
Matt McCutcheon	Superintendent of Education, NFO
Jamie Robertson	Superintendent - Human Resources Support Services
Patricia Rossall	Superintendent of Education – Acting, NFO
Claudine Scuccato	Superintendent - Coordination of PDSB Pandemic School Response
Dana Sheahan	Superintendent of Education, NFO
Lynn Strangway	Associate Director of School Improvement and Equity Support Services
Michelle Stubbings	Superintendent of Education, NFO
Shirley-Ann Teal	Associate Director of School Improvement and Equity Support Services - Acting
Thomas Tsung	Controller – Corporate Support Services
Darren Van Hooydonk	System Superintendent - Social Emotional Learning and Well-Being
Randy Wright	Controller - Planning & Accommodation Support Services - Acting

APPENDIX A

ACCOUNTABILITY ACTION STEPS PDSB STAFF TIP SHEET

(1) REFRAIN FROM (2) REPORT

All School Staff, including Teachers, Principals and Vice-Principals

All PDSB School Staff must immediately **(2) REPORT** an incident or a complaint of the use of a discriminatory slur or statement impacting PDSB's learning environments which are: (a) used by them in a learning environment; (b) raised by a student and have an adverse impact on the learning environment; (c) reported to them in their capacity as PDSB School Staff; or (d) which they otherwise become aware of, to:

- i. their Principal or Vice-Principal;
- ii. their Superintendent; AND
- iii. copying the Human Rights Office at PDSB at hrco@peelsb.com,

Examples: Discriminatory slurs and statements used in class or in curriculum (verbal, written, read out loud etc.), used in staff rooms, staff meetings, or in conversation with other School Staff or students, by students or parents which have an adverse impact on the learning environment (e.g. social media posts that become known to other students/staff).

Reports must be made through the **Discriminatory Slurs and Statements Mandatory Reporting Email** and emailed to the parties above. Reports copying the Human Rights Office must include relevant details without disclosing personal information or other identifying details regarding those involved in the incident. See PDSB Staff Requirement above for more details.

Save the Reporting Email to your Desktop for easy and immediate access.

(3) INTERRUPT AND DISRUPT

All School Staff, including Teachers, Principals and Vice-Principals

INTERRUPT immediately the use of a discriminatory slur or statement that you use, is reported to you, or which you witness. **DISRUPT** the use of a discriminatory slur or statement by acknowledging the act, naming it, and affirming clearly to students that it is not tolerated at PDSB.

(4) SUPPORT AND RESTORE

All School Staff, including Teachers, Principals and Vice-Principals

SUPPORT the students/staff harmed and **RESTORE** the learning environment:

1. *Identify those harmed* – Identify the impact and harm on the learning environment.
2. *Actively listen* - Acknowledge the use of the discriminatory slur or statement and its harm.
3. *Offer support* - Ask the students/staff harmed how you can best support them.
4. **Be conscious of your privilege and positional power and how it functions.**
 - Use your knowledge of anti-racist education/anti-oppression principles to enable a respectful, solutions-focused outcome. When in doubt, seek guidance and support from your next-level supervisor.

APPENDIX A

ACCOUNTABILITY ACTION STEPS PDSB STAFF TIP SHEET

(5) COMMUNICATE AND INVESTIGATE *Principals, Vice-Principals and/or Superintendents*

COMMUNICATE PDSB's institutional response to all staff, students, witnesses involved including parents of students harmed:

1. Principal and Vice-Principal, or where appropriate, the Superintendent, will be responsible for and will ensure (i) **no reprisal or threat of reprisal is taken against any PDSB staff or student** who reports the use of a discriminatory slur or statement; and (ii) no contact or communication between the parties involved in the incident, including witnesses, beyond what is necessary for school operations or job functions.
2. Incident will be reported to Superintendent and Human Rights Office. Incident will be investigated by Principal or Vice-Principal, or where appropriate, by the Superintendent with input and guidance from Human Rights Office.
3. Human Rights Office will record and track the incident, is involved in identifying human rights issues, ensuring thorough and procedurally fair investigation aligned with human rights principles, and determining appropriate remedial action. **Personal information/identifying details will not be disclosed to the Human Rights Office.**
4. Incident will be brought to attention of additional members of PDSB senior leadership to ensure accountability and ensure an appropriate institutional response, e.g. restorative learning environment intervention, targeted training for PDSB staff, school community-wide announcement of incident and apology. Information regarding disciplinary measures impacting employment cannot be disclosed.

INVESTIGATE: Gather all relevant details from those involved or who witnessed the incident. **DOCUMENT EVERYTHING:**

1. *When did the incident take place?*
2. *Where did the incident take place? In a classroom? Online learning? Found in teaching curriculum? Outside class? If found in curriculum, where was the curriculum taken from? Who authorized? Was LEI Teacher consulted?*
3. *Who did the discriminatory slur/statement adversely impact? A specific racial/ethnic/religious group?*
4. *How did the incident arise? What set the incident off?*
5. *What harm has the incident caused?*
6. *Did the PDSB staff member apologize? Take ownership? Immediately attempt to support and restore?*

(6) NOT CONDONE (Failure to Report) *All School Staff, including Teachers, Principals, Vice-Principals and Superintendents*

Failure by PDSB staff to report is **(6) CONDONING**. Failure to report will be addressed immediately by PDSB senior leadership with appropriate oversight.

Any concerns regarding (i) the use of a discriminatory slur or statement, (ii) failure of PDSB staff to report, or (iii) reprisal or threat of reprisal against students/staff by PDSB staff, including Principals or Vice-Principals, should be brought to the attention of the Human Rights Office at hrco@peelsb.com. The Human Rights Office will contact the Superintendent and/or Associate Director to ensure the issue is addressed in a timely and responsive manner, or where appropriate may investigate. See **Appendix B** for the duties, responsibilities, and legal obligations of all PDSB staff, breach of which may include discipline up to and including termination.

APPENDIX B
PDSB Staff:
Duties, Responsibilities and Legal Obligation

1. Ontario Human Rights Code

PDSB has a duty under the Ontario *Human Rights Code* (the “Code”) to take proactive steps to ensure its staff are not engaging in, condoning, or allowing racial discrimination or harassment to occur in its learning and working environments.¹ The use of discriminatory slurs and statements as defined in this PDSB Staff Requirement may be considered **racial harassment**. Where it is overheard and/or not appropriately addressed, its use and/or condonation can also create a **poisoned learning and working environment** which is a form of **discrimination**, contrary to the *Code*. A poisoned learning or working environment can be created by a single incident of discriminatory slurs and statements.²

Under the Ontario *Human Rights Code*, all PDSB School Staff, including Teachers, Principals and Vice-Principals, and all School Staff who represent authority in PDSB’s learning environments, must make sure that discrimination and/or a poisoned environment does not exist for students and School Staff.³

2. PDSB Policies

a. Policy 51 and the Human Rights Office

PDSB’s Policy 51 - Human Rights, is informed and guided by the Ontario *Human Rights Code* and is enforced by the **Human Rights Office**. The Human Rights Office is an independent and impartial office at PDSB that will listen, make inquiries, create accountability within PDSB, facilitate informal resolutions and where appropriate, investigate, to ensure systemic action is taken to address human rights issues and concerns against staff and students, including the use of discriminatory slurs and statements in PDSB learning environments.

PDSB School Staff, students and parents are encouraged to contact the Human Rights Office regarding (i) the use of a discriminatory slur or statement, (ii) failure of PDSB School Staff to report, or (iii) reprisal or threat of reprisal against School Staff or students for reporting in compliance with this Staff Requirement. The Human Rights Office can be contacted by email at: hrco@peelsb.com.

b. Policy 48 - Safe and Accepting Schools

PDSB Policy 48 - Safe and Accepting Schools, states:

Peel District School Board

- “The Board shall: support schools in creating a climate where there is a raised awareness and strategies to prevent, intervene and address inappropriate behaviour, including harassment [...] behaviour motivated by hate or bias, unethical use of technology; bullying or discrimination on the basis of size, strength, age, peer group power, or race, place of origin, ethnicity, language, ancestry, colour, creed, religion, gender, gender identity, gender expression, sexual orientation, socioeconomic status, family circumstances, ability, intelligence, receipt of special education or any

¹ <http://www.ohrc.on.ca/en/iii-principles-and-concepts/4-legal-responsibility-human-rights-work>

² <http://www.ohrc.on.ca/en/racial-harassment-and-poisoned-environments-fact-sheet>

³ <http://www.ohrc.on.ca/en/students%E2%80%99-handouts/fact-sheet-1-ontario-human-rights-code>

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PDSB Staff:
Duties, Responsibilities and Legal Obligation

other similar factor and/or immutable characteristic or ground protected by the Ontario *Human Rights Code*”;

Principals

- “Under the direction of their school boards, principals take a leadership role in the daily operation of a school. [...] Principals shall:
 - create a climate that seeks to prevent inappropriate behaviour, including harassment [...] behaviour motivated by hate or bias; unethical use of technology; bullying or discrimination on the basis of size, strength, age, peer group power, or race, place of origin, ethnicity, language, ancestry, colour, creed, religion, gender, gender identity, gender expression, sexual orientation, socioeconomic status, family circumstances, ability, intelligence, receipt of special education or any other similar factor and/or immutable characteristic or ground protected by the Ontario *Human Rights Code*;
 - “Embed the principles of anti-oppressive, equity and inclusive education in all aspects of the learning environment to support the well-being and achievement of all students.”

Teachers and Other School Staff

- “Under the leadership of their principals, teachers and other school staff maintain a positive learning environment and are expected to hold everyone to the highest standard of respectful and responsible behaviour.”
- “Teachers and other staff will: honour the rights of others by refraining from actions that may be motivated by bias, prejudice or hate against identifiable groups (defined by race, place of origin, ethnicity, language, ancestry, colour, creed, religion, gender, gender identity, gender expression, sexual orientation, socioeconomic status, family circumstances, ability, intelligence, receipt of special education or any other similar factor) such as the wearing of hate or racist symbols, distributing hate information, producing hate-related vandalism (including graffiti) or uttering discriminatory remarks (e.g. the N-word and other racist phrases, homophobic insults, Islamophobic comments, ability-based slurs, etc.)”

c. Policy 54 - Equity and Inclusive Education

PDSB Policy 54 - Equity and Inclusive Education, states:

- “Every person within the school community is entitled to anti-oppressive, safe, respectful and positive school climates for learning and working, free from all forms of bullying, discrimination, harassment and hate. A safe, inclusive and accepting school climate is essential for student achievement and well-being.”

As employees, all PDSB School Staff are required to comply with the expectations set out in PDSB’s Policies, including Policy 51, Policy 54 and Policy 48, breach of which may result in discipline up to and including termination of employment.

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PDSB Staff:
Duties, Responsibilities and Legal Obligation

3. Ontario College of Teachers Act

PDSB has an obligation to report certain professional misconduct to the Ontario College of Teachers.

In November 2020, the Ontario College of Teachers amended [Professional Misconduct Regulation \(O. Reg. 437/97\)](#), to include:

“Making remarks or engaging in behaviours that expose any person or class of persons to hatred on the basis of a prohibited ground of discrimination under Part I of the Human Rights Code”

as “professional misconduct” that may be subject to discipline by the Ontario College of Teachers.