

## 512: MULTICULTURALISM (P)

Approved: 86 10 21  
Amended: 91 10 01

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### **POLICY**

**The Board of Education believes that every individual in its employ or care, regardless of racial/ethnic origin, must find not just tolerance, but respect and understanding. Cultural diversity should be seen and used as a valuable resource to enrich the lives of all, and every individual should have the opportunity to benefit from the cultural heritage of others as well as his or her own.**

**The Board endorses the concept of active and positive multicultural experiences and encourages schools to offer learning activities which promote respect for the human rights of minority groups and which help individuals appreciate other cultural heritages.**

**All District programs and operations shall project the rights of individuals and comply fully with the statutory requirements and provisions of the Criminal Code of Canada, the Canadian Charter or Rights and Freedoms, and the School Act of British Columbia.**

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### **REGULATIONS**

#### **1.0 STUDENT/EMPLOYEE CONDUCT**

The Board opposes and condemns any expression of racial/ethnic bias in any form by its trustees, administrators, staff and students. In order to eliminate or deal with potential allegations of propagandist or prejudicial conduct, and ensuring that the integrity and dignity of victims are preserved, the following procedure is presented.

- 1.1 District personnel shall take appropriate personal and professional action to eliminate propagandist and prejudicial conduct. All attempts shall be made to resolve disputes at the school/departmental level.
- 1.2 Where alleged propagandist or prejudicial conduct cannot be resolved at the school/departmental level, the matter shall be reported to the Superintendent of Schools.
- 1.3 The Superintendent will convene a meeting of a committee comprised typically of a member of the ADTU or CUPE, an administrator and a resource person appropriate to the case to hear any reports of the matter. The Superintendent will present a report to the Board.

- 1.4 Upon receipt of the report, the Board will act within its authority under the School Act and in accordance with current legislation and statutes

## **2.0 PERSONNEL – HIRING AND PROMOTIONS**

- 2.1 Neither prejudice nor discrimination shall be factors in any employment or promotional decisions.
- 2.2 The Board shall have printed on all official application forms a statement that racial/ethnic discriminations contrary to Board policy.
- 2.3 The Board shall provide, when necessary, an interpreter to assist in communications between staff and parents.

## **3.0 CURRICULUM**

- 3.1 The Board shall provide learning resources that represent the contributions of the racial/ethnic groups in the community. Consultation with these groups shall be sought.
- 3.2 The Board shall encourage schools to develop learning activities within and among schools to increase multicultural understanding. Participation in such activities could also involve all school personnel, students and parents.
- 3.3 Learning material containing racial/ethnic prejudice shall be dealt with under the terms of School District Administration Procedures 6005: Challenging Controversial Material.

## **4.0 IN-SERVICE/SUPPORT**

- 4.1 The Board shall provide opportunities for in-service programs in human relations, racial/ethnic relations and human rights for entire school staffs. Such programs could be integrated into current in-service and staff development programs.
- 4.2 The Board shall provide necessary support for teachers who work in multi-ethnic environments to deal with such instances where inter-cultural conflict becomes a potential threat to the normal operation of the school. Support may include the provision of a qualified resource person or a crises intervention team as the need may dictate.

## **5.0 PLACEMENT AND ASSESSMENT OF PUPILS**

- 5.1 In cases where parents disagree with a placement and believe that the placement was the result of racial-ethnic bias, the parents have a right of appeal to the school principal and if necessary, to the Superintendent of Schools and to the School Board.

## **6.0 REVIEW**

- 6.1 There shall be an annual review of this policy and its implementation in School District 70 (Alberni).