



Niagara Catholic District School Board

## **EQUITY AND INCLUSIVE EDUCATION POLICY**

### STATEMENT OF GOVERNANCE POLICY

100 – Board

Policy No 100.10

Adopted Date: June 15, 2010

Latest Reviewed/Revised Date: October 27, 2020

In keeping with the Mission, Vision and Values of the Niagara Catholic District School Board the Board acknowledges that; any form of discrimination is incompatible with Catholic moral principles and the teachings of the Church; that all persons are created equal, in the image of God, each with inimitable characteristics deserving of dignity (Genesis: 1:27); and that every person has the right to freedom from discrimination and harassment.

Niagara Catholic provides in all of its operations an educational and working environment which supports and enables diversity within its Catholic community in accordance with the denominational rights of the Catholic school system.

The Board is committed to serving staff, students, and families in its diverse Catholic community by incorporating the principles of equity and inclusive education in its policies, programs, procedures, and practices that are consistent with the *Ontario Human Rights Code* and the teachings of the Catholic Church.

Please refer to the *Administrative Operational Procedures* for the implementation of this policy.

#### **References:**

- [\*Achieving Excellence: A Renewed Vision for Education in Ontario \(2014\)\*](#)
- [\*Accepting Schools Act\*](#)
- [\*Assembly of Catholic Bishops of Ontario, \(letter dated October 4, 2010\)\*](#)
- [\*Canadian Charter of Rights and Freedoms\*](#)
- [\*Constitution Act, 1982\*](#)
- [\*Equity and Inclusive Education in Ontario Schools: Guidelines for Policy Development and Implementation, 2014\*](#)
- [\*Accessibility for Ontarians with Disabilities Act \( 2005\)\*](#)
- [\*Ontario Catholic School Graduate Expectations: Institute for Catholic Education, Third Edition 2019\*](#)
- [\*Ontario Human Rights Code\*](#)
- [\*Ontario Leadership Strategy\*](#)
- [\*Ontario Equity and Inclusive Education Strategy\*](#)
- [\*Ontario Ministry of Education - Policy/Program Memorandum No. 108\*](#)
- [\*Ontario Ministry of Education - Policy/Program Memorandum No. 119\*](#)
- [\*Supporting Students Who Identify as Transgender in our Catholic Schools: Institute for Catholic Education 2019\*](#)
- [\*Niagara Catholic District School Board Policies/Procedures\*](#)
  - [\*Access to Board Premises \(302.6.3\) Administrative Operational Procedures\*](#)
  - [\*Accessibility Standards Policy \(800.8\)\*](#)
  - [\*Bullying Prevention and Intervention Policy \(302.6.8\)\*](#)
  - [\*Code of Conduct Policy \(302.6.2\)\*](#)
  - [\*Employee Code of Conduct and Ethics Policy \(201.17\)\*](#)
  - [\*Employee Hiring and Selection \(Teachers\) \(203.1\) Administrative Operational Procedures\*](#)
  - [\*Employee Workplace Harassment Policy \(201.7\)\*](#)
  - [\*Employee Workplace Violence Policy \(201.11\)\*](#)

- [\*Opening and Closing Exercises \(302.6.1\) Administrative Operational Procedures\*](#)
- [\*Privacy Policy \(600.6\)\*](#)
- [\*Progressive Discipline \(302.6.9\) Administrative Operational Procedures\*](#)
- [\*Religious Accommodation Policy \(100.10.1\)\*](#)
- [\*Safe and Accepting Schools Policy \(302.6\)\*](#)
- [\*Voluntary and Confidential Indigenous Students First Nation, Métis and Inuit Self-Identification \(301.9\) Administrative Operational Procedures\*](#)

<b>Adopted Date:</b>	<b>June 15, 2010</b>
<b>Revision History:</b>	<b>November 23, 2010 June 16, 2015 October 27, 2020</b>