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: September 8, 2026

In keeping with the Mission, Vision and Values of the Niagara Catholic District School Board, the Board acknowledges that an equitable, inclusive Catholic education system is fundamental to a positive school climate and student achievement and well-being. The Board recognizes, 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 is contrary to the *Ontario Human Rights Code.*

The Board is committed to understanding, identifying, addressing and eliminating barriers and biases to support staff, students, parents/guardians, and volunteers within its diverse Catholic community in accordance with the denominational rights of the Catholic school system.

The Board will continue to review and implement policies, programs, procedures and practices, in alignment with the Multi-Year Strategic Plan, and the principles of equity and inclusive education to equip students with the knowledge, skills, and attitudes to live in an increasingly diverse world to support equitable outcomes for all students.

The Chief Executive Officer will issue *Administrative Operational Procedures* for the implementation of this policy.

References:

- ***Achieving Excellence: A Renewed Vision for Education in Ontario (2014)***
- ***Accepting Schools Act***
- ***Anti-Racism Act, 2017. S.0. 2017 C.15***
- ***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***
- ***Ontario Ministry of Education - Policy/Program Memorandum No. 128***
- ***Ontario Ministry of Education - Policy/Program Memorandum No. 144***
- ***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***
- ***Equity Action Plan 2023-2026***

Adopted Date:	**June 15, 2010**
Revision History:	**November 23, 2010** **June 16, 2015** **October 27, 2020** **June 18, 2024** ***September 8, 2026 *(Administrative Update)***