

**Department: Superintendent of Schools**  
**Section: RCH**

The Annapolis Valley Regional School Board is committed to the equitable treatment of students, staff, contracted personnel, board members, parents/guardians, community groups, parent/guardian school organizations, volunteers or anyone while on school board property or at school/board sanctioned events. It is important to ensure students have opportunities to develop an understanding and appreciation for the cultural and historical diversity that exists. The Board is committed to developing and maintaining positive relationships, with, in particular but not limited to, Aboriginal people, people of African descent, people of racialized groups, women, persons with disabilities, and other diverse communities.

The Board believes the educational process must begin with and be supported by a belief in the inherent dignity and fundamental freedoms of the individual. The Board further believes that through its policies, teachers and other staff must involve the total community in the elimination of discrimination. Partnerships between the Board, schools, parents/guardians, students, community organizations and agencies will assist in the removal of barriers and encourage equal participation by individuals.

The *Nova Scotia Human Rights Act* is one of the foundations of RCH policy and administrative procedures. The Board also aligns with: *the Nova Scotia Racial Equity Policy, the Nova Scotia Provincial Code of Conduct, the Nova Scotia Education Act (138b and 140b), the Canadian Charter of Rights and Freedoms, the United Nations Declaration of Human Rights, and the Criminal Code of Canada.*

The RCH Policy and Administrative Procedures are directives that traverse all levels, departments, and sites in the AVRSB.

The following form the foundation for the RCH Policy:

- 1.0 Understanding of and Respect for Ethnicity and Cultures
- 2.0 Equitable Instruction and Learning Resources
- 3.0 Assessment for Student Placement
- 4.0 Harassment and Discrimination
- 5.0 Employment Equity
- 6.0 Monitoring Implementation of RCH Policy
- 7.0 Staff, Board Members and Student Training
- 8.0 School and Community Relations
- 9.0 Student Guidance and Support

**Monitoring:**

- The Superintendent of Schools is responsible for the implementation, monitoring and revision of this policy.
- This policy will be monitored annually.

**Board Approved:** June 2/99

**Ref:** AP 102.1, BP/AP 305.27, *the Nova Scotia Provincial Code of Conduct, the Nova Scotia Education Act, the Canadian Charter of Rights and Freedoms, the United Nations Declaration of Human Rights, the Criminal Code of Canada*

**Monitoring Date:** Annually

**Revised:** November 3/99, May 5/10, October 3/12, May 4/16