



POLICY	RESPECT FOR HUMAN DIGNITY AND EQUALITY
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Cross Reference	Code of Conduct, Administrative Guidelines for Student Groups in Catholic Schools, Staff Employment Guidelines, Manitoba Human Rights Code
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POLICY STATEMENT:

This policy was developed by the Catholic Schools Office to meet the requirements of the Government to have a policy concerning respect for human diversity and has been approved by the Archbishops of Winnipeg, Saint Boniface and the Ukrainian Archeparchy for use in all Catholic schools.

POLICY:

1. The St. Joseph the Worker School Board recognizes that all people are created in the image and likeness of God and, as such, all people have the right to be treated with dignity, respect and fairness; thus the equality of human beings rests essentially on their dignity as persons and the rights that flow from it.
2. The Board is committed to the life and mission of the Catholic Church by providing a learning and working environment in which all individuals are treated with respect and dignity with due regard to the principles of the Manitoba Human Rights Code.
3. The Board recognizes and promotes the importance of a safe and inclusive learning environment in all policies, programs, procedures, and practices in the school.
4. The Board shall seek collaboration with, and active engagement from students, parents, staff and other community partners to create and sustain a positive school climate that supports student achievement consistent with Catholic values in a safe and inclusive learning environment.
5. The Board acknowledges that students need to be engaged in and empowered by what they are learning, supported by teachers and staff, and welcomed in their learning environment. The Board shall continue to promote curricular and co-curricular programs that provide opportunities to acquire positive attitudes toward others grounded in the Catholic Church's teaching on the inherent dignity and equality of every human being with diverse backgrounds and experiences.

6. The Board respects the personal conscience of individual students and their families. However, as a Catholic school, it cannot relinquish its own freedom to proclaim the Gospel and to offer a formation based on the teachings of the Catholic Church and the values to be found in a Catholic education. All students are required to participate in religious instruction, programs, liturgies, and celebrations offered by the school except those that are intended only for Catholics (e.g., reception of the sacraments).
7. The Board recognizes that the transmission of our faith and faith development is integral to every part of a Catholic education; it is therefore the expectation that all staff in our school will be informed by and promote the teachings of the Catholic Church.
8. The Board recognizes that just as students have diverse backgrounds, they have varied educational needs as well. The administration and staff will strive to implement strategies that effectively respond to the individualized needs of students, taking into account their unique backgrounds, interests, aptitudes and learning needs. As an independent school with limited resources the Board may not be able to accommodate the needs of all students.
9. The Board recognizes the importance of professional formation to create a foundation for Catholic values, ecclesial and cultural identity, human rights education and effective teaching processes. The Board acknowledges that professional formation and the subsequent incorporation of anti-bullying and human rights principles into the school climate and curriculum is an ongoing and evolving process of reflection and education which is sustained over time.
10. The Board will provide opportunities for administrators, teachers, and non-teaching staff to participate in training on bullying prevention and strategies for promoting respect for human dignity and equality.
11. The Principal will provide information for students and parents to increase their knowledge and understanding of bullying and strategies for promoting respect for human dignity and equality.
12. The Board will not accept any expression of bias, discrimination, bullying in any form by its students, staff, volunteers, as well as parents/guardians, those contracted by the system or visitors who are on school premises or participating in school-sponsored activities.
13. The Board can deny entry to the school, school premises or school sponsored activities to any person, group or association whose intent is to publically support or promote hatred, discrimination, or views that are contrary to the teachings of the Catholic Church.

14. The Board will accommodate students as per the Administrative Guidelines for Student Groups in Catholic Schools who wish to lead activities and organizations that promote a positive school environment in the framework of a Catholic learning environment based on the teachings of the Catholic Church.
15. In order to maintain a Catholic learning environment where Catholic teachings and values are integrated into all subjects and activities, the Board maintains its right as a bona fide and reasonable requirement of administrators and educators to hire staff who are practising Catholics as per section 14 (1) of the Manitoba Human Rights Code as outlined in the Staff Employment Guidelines.
16. As a Catholic institution that serves the Catholic community, the Board maintains its right as per Section 11(a) of the Manitoba Human Rights Code to accommodate the needs of Catholic families by setting an admissions process that gives them reasonable accommodation.