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**Respect for Human Diversity Definitions:**

**2SLGBTQIA+** is an acronym and umbrella term used to describe those identifying as part of the community that encompasses all gender attractions and identities. Each letter stands for: 2-Spirited, Lesbian, Gay, Bi-sexual, Queer, Intersex, Asexual, and all others who may identify as part of this community who use additional terminologies.

**AntiSemitism** is the hatred of Jewish people and includes acts of discrimination toward those who identify as either culturally or religiously Jewish on the basis of their religion or culture.

**Bullying** is behaviour that is intended to cause fear, intimidation, humiliation, distress, or other forms of harm to another person’s feelings, self-esteem, body, or reputation, or is intended to create a negative school environment for another person. Bullying takes place in a context of a real or perceived power imbalance between the people involved and is typically, but need not be, repeated behaviour. It may be direct (face to face) or indirect (through others), and it may take place through any form of expression - including written, verbal, or physical - or by means of any form of electronic communication (referred to as **cyberbullying**), including social media, text messaging, instant messaging, websites, or email.

**Discrimination** is treating a person or group differently, to their disadvantage and without reasonable cause, on the basis of a protected characteristic, such as ancestry, age or disability. Failure to reasonably accommodate a special need that is based on a protected characteristic, such as disability or religion, is also discriminatory.

**Diversity** encompasses all the ways in which human beings are both similar and different. It means understanding and accepting the uniqueness of individuals, as well as respecting their differences. When considering Human Diversity, one may consider the following protected characteristics as examples of these differences present in our school communities: race, gender identity and expression, gender attraction; age; ethnic origin; ancestry, culture; socio-economic status; religion; family status; disability.

**Equity** refers to the provision of equitable opportunity, equitable access to programming, services, and resources critical to the achievement of outcomes for all students and the staff who serve them. Equity and equality are not necessarily synonymous, as equity can be achieved through unequal means.

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**Gender Attraction** (formerly known as Sexual Orientation) is the term used to describe a person’s potential for emotional, spiritual, intellectual, intimate, romantic and/or sexual interest in other people and may form the basis for aspects of one’s identity and/or behaviour.

**Gender Expression** is the way gender is presented and communicated to the world through clothing, speech, body language, hairstyle, voice and/or the emphasis or de-emphasis of body characteristics and behaviours.

**Gender Identity** is a person’s internal and individual experience of gender. It is not necessarily visible to others and it may or may not align with what society expects based on assigned sex.

**Harassment** is any behaviour that degrades, demeans, humiliates, or embarrasses a person, and that a reasonable person should have known would be unwelcome. It includes actions (e.g., touching, pushing), comments (e.g., jokes, name-calling) or displays (e.g., posters, cartoons). Harassment can also take place electronically (e.g., text messages, email or screen savers).

**Heterosexism** refers to the assumption that all people are heterosexual and that heterosexuality is superior and more desirable than homosexuality.

**Homophobia** is the fear and/or hatred of homosexuality, often exhibited by name-calling, bullying, exclusion, prejudice, discrimination, or acts of violence—anyone who is 2SLGB (or assumed to be) can be the target of homophobia.

**Marginalized Equity-Owed Groups** are communities that have faced significant collective marginalization due to any protected characteristic and are owed restorative and reparative action to foster the environment for equitable outcomes.

**Prejudice** is a preconceived negative opinion and/or hostile belief about an individual or group formed beforehand or without knowledge often on the basis of stereotypes.

**Racism** is discrimination against someone because of their race, or the belief that one race is better than another race and takes place within a larger system of racial inequality. Racism includes beliefs, attitudes, actions, and policies that uphold racial hierarchies and create or maintain racial inequalities and can operate at individual, interpersonal, institutional, and structural levels.

**Reasonable Accommodation** is the school’s obligation to address the barriers students face where these stem from the protected characteristics specified in *The Human Rights Code of Manitoba* and affect the individual’s ability to access educational/school services or facilities; the measures to accommodate students will be reasonable and required unless they cause undue hardship due to cost, risk to safety, impact on others, or other factors.

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**Stereotypes** are a simplified or fixed belief (often exaggerated) that people have about what members of a group are like, without allowing for individual differences.

**Transgender** refers to a person whose gender identity does not correspond with what is socially expected based on their sex assigned at birth. It can be used as an umbrella term to refer to a range of gender identities and experiences.

**Transphobia** is the fear and/or hatred of any perceived transgression of gender norms, often exhibited by name-calling, bullying, exclusion, prejudice, discrimination, or acts of violence—anyone who is transgender (or assumed to be) can be the target of transphobia.

**Two Spirit (2S)** is an umbrella term for the many Indigenous traditional identities forcefully suppressed by colonization. The term honours the fluid and diverse nature of gender and attraction and its connection to community and spirituality. An individual may choose to use this term instead of, or in addition to, identifying as LGBTQIA.

**Undue Hardship** refers to an accommodation that has become so difficult, it becomes unreasonable. Some factors that determine whether reasonable accommodation to the point of undue hardship has been made include financial costs, health and safety concerns, impact on other employees and service users, and the impact on other protected rights.

Sources: [The Public Schools Act \(PSA\)](#), the [Manitoba Human Rights Commission \(MHRC\)](#), [Manitoba Advanced Education and Training](#), [Winnipeg School Division \(WSD\)](#), [Egale Canada](#), and the [Public Health Agency of Canada \(PHAC\)](#), [Safe and Caring Schools](#).

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