

Respect for Human Diversity - Creating Safe and Inclusive Schools: Our statement of commitment

As a commitment to respecting Human Diversity, The Pembina Trails School Division upholds its responsibility to foster positive, safe, accountable, and inclusive learning environments and workplaces free from discrimination through the promotion of acceptance and respect for others.

Pembina Trails School Division believes that all schools and work sites should be places where all students and employees feel welcome and safe. When students and employees are part of an environment where they feel included, welcome, safe, and affirmed rather than excluded, marginalized, bullied, harassed, or unsafe, they are afforded the opportunity to flourish.

The Division affirms its commitment to promote, celebrate, further educate, and accommodate for the diversity present in its school communities and beyond.

“Inclusion is a way of thinking and acting that allows every individual to feel accepted, valued and safe. An inclusive community consciously evolves to meet the changing needs of its members. Through recognition and support, an inclusive community provides meaningful involvement and equal access to the benefits of citizenship.

In Manitoba we embrace inclusion as a means of enhancing the well-being of every member of the community. By working together, we strengthen our capacity to provide the foundation for a richer future for all of us.”
Standards for Appropriate Educational Programming in Manitoba

Policy Definitions:

Please see Exhibit AC-E-1.

Overarching Goal:

To establish safe and inclusive learning environments where everyone feels respected through the creation of positive school conditions that highlight equity for all. This includes marginalized groups who face discrimination related to race, gender identity or expression, gender attraction, religion, or disability.

Accomplish Anything

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Canadian Landscape:

This policy has been written in accordance with The Canadian Charter of Rights and Freedoms and The Manitoba Human Rights Code. It also aligns with the following Manitoba policy, legislation, directives from Manitoba Education, and recommendations by MTS:

1. Bill 18: The Public Schools Amendment Act (Safe and Inclusive Schools)
2. The Public Schools Act,
3. Provincial Code of Conduct (Appropriate Interventions and Disciplinary Consequences)
4. Safe and Caring Schools: Respect for Human Diversity Policies
5. Recommendations for Equity
6. Supporting Transgender and Gender Diverse Students in Manitoba Schools
7. A Resource for Equity and Inclusion in Manitoba Schools (MB MYGSA)

This policy is consistent with the following existing Pembina Trails School Division policies:

1. Policy IFC Inclusion and Appropriate Educational Programming
2. Policy ACB Anti-racism,
3. Policy ACE Accessibility Standard for Employment ,
4. Policy JICFB Bullying,
5. Policy GBA Equal Employment Opportunity,
6. Policy IJ Instructional Resources Selection,
7. Policy IJL Library Resources Selection,
8. Policy IMB Teaching Controversial Sensitive Issues, and
9. Policy AAC Code of Conduct

Accomplish Anything

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