

## Administrative Procedure 170

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# ETHNO-CULTURAL RELATIONS

### Background

*“... with respect to the fundamental rights of the person, every type of discrimination, whether social or cultural, whether based on sex, race, color, social condition, language or religion is to be overcome and eradicated as contrary to God’s intent.”*

Gaudium et Spes n. 29Vatican Council II

The principles of racial equality and ethno-cultural equity shall guide all aspects of Division operations, organization, structure, procedures and practices.

The Division supports the development and implementation of procedures, practices and programs that promote and foster a learning environment that emphasizes respect, equality, and non-discrimination. The Division will not tolerate any actions that serve to undermine its commitment to the principles and values of the Alberta Human Rights Act or our Foundation Statement.

The Division considers the expression of racial/ethnic bias in any form by its administration, staff or students as unacceptable behaviour. The Division will refuse to ignore or accept any expression of bias or discrimination in any form by its students, staff and volunteers as well as parents, those contracted by the Division or visitors who are on Division premises or participating in Division sponsored activities.

The Division supports the concept of active and positive cross cultural experiences and encourages schools to offer learning activities which promote respect for the human rights of all races and cultures, including minority groups and which help individuals appreciate other cultures. The Division upholds the removing of barriers facing minority groups so that all students can reach their full potential.

### Definition

A racial/ethnic incident is a verbal or non-verbal exchange, expression or graphic/visual display including but not limited to derogatory terms, language, images and graffiti which degrades a member or members of a racial/ethnic group or community.

### Procedures

1. Students
  - 1.1 Racial/ethnic incidents carried out by students are not acceptable and will result in disciplinary action according to [Administrative Procedure 351 - Student Code of Conduct](#).
  - 1.2 School personnel witnessing any racial/ethnic incidents or acts of discrimination on the basis of race, religion or culture will be expected to take appropriate action consistent with Division procedures forthwith. Such acts include verbal exchanges, graffiti and physical abuse.
  - 1.3 Where a racial/ethnic incident may be resolved at the classroom level, the teacher/responsible adult shall if at all possible use the occasion to create a positive learning experience for all parties involved. No further action will be required if the racial/ethnic incident is amicably resolved at the classroom level.

- 1.4 Racial/ethnic incidents which are not resolved at the classroom level or incidents of a more serious nature are to be brought to the attention of the Principal and are subject to [Administrative Procedure 171 - Respect in the Workplace](#) and/or corrective measures according to [Administrative Procedure 351 - Student Code of Conduct](#).
- 1.5 No student shall be subject to reprisal, threat of reprisal or discipline as a result of filing a complaint of racial/ethnic harassment provided that the complaint is made in good faith, with a belief in the truth and accuracy of the information. Any student who knowingly provides false information or makes false accusations may be subject to disciplinary action.
- 1.6 Training in cross cultural awareness and anti-racism education will be provided on an ongoing basis to schools in conjunction with community partners. The Division endorses opportunities for inservice programs in human relations, race/ethnic relations and human rights for students. Such programs are to be integrated into current staff development programs.

## 2. Staff

- 2.1 Racial/ethnic incidents carried out by students or employees are not acceptable and will result in disciplinary action according to [Administrative Procedure 171 - Respect in the Workplace](#).
- 2.2 Training in cross cultural awareness and anti-racism education will be provided on an ongoing basis to school staffs in conjunction with community partners.
- 2.3 School personnel witnessing any racial/ethnic incidents or acts of discrimination on the basis of race, religion or culture will be expected to take appropriate action consistent with Division procedures forthwith. Such acts include verbal exchanges, graffiti and physical abuse.
- 2.4 Racial/ethnic incidents which are not resolved at the classroom level or incidents of a more serious nature are to be brought to the attention of the Principal and are subject to [Administrative Procedure 171 - Respect in the Workplace](#).
- 2.5 No employee shall be subject to reprisal, threat of reprisal or discipline as a result of filing a complaint of racial/ethnic harassment provided that the complaint is made in good faith, with a belief in the truth and accuracy of the information. Any employee who knowingly provides false information or makes false accusations may be subject to disciplinary action, including termination of employment.
- 2.6 Training in cross cultural awareness and anti-racism education will be provided on an ongoing basis to school staffs in conjunction with community partners. The Division endorses opportunities for inservice programs in human relations, race/ethnic relations and human rights for students. Such programs are to be integrated into current staff development program.

Adopted: November 18, 2009  
Reviewed/Revised: October 26, 2010, June 28, 2013, June 30, 2017, February 5, 2021

Reference: Education Act, Sections 11, 33, 51, 52, 53, 54, 197, 204, 222  
Alberta Human Rights Act  
Child Youth and Family Enhancement Act  
Occupational Health and Safety Act  
Canadian Charter of Rights and Freedoms  
Canadian Human Rights Act  
Criminal Code  
Student Record Regulation 97/2019  
ATA Code of Professional Conduct