

**ASD-W**

Anglophone School District West

POLICY NO. ASD-W-360-3**MULTICULTURALISM AND HUMAN RIGHTS****Category:** Educational Services **Effective:** Under Review (09/25)**Policy Statement**

Anglophone West School District adheres to the [New Brunswick Human Rights Act](#), the Canadian Charter of Rights and Freedoms, and Canadians' commitments to human rights laws. We acknowledge the rich contribution made to the school communities and district by persons from varied cultural backgrounds.

Anglophone West School District is dedicated to the provision of the best possible education for all students in a manner which respects individual dignity and differences.

Anglophone West School District recognizes that children who are helped to grow, live, and learn harmoniously in the public schools will be best equipped to live together in our democracy and with the world community. The District shall foster and encourage behaviours in students and staff which exemplify these principles and which foster appreciation and respect for others as part of the fabric of its overall operation.

Anglophone West School District also recognizes that employers, educators, and students have a duty to confirm and enhance mutual respect, self-respect, and equal opportunity for individuals of all abilities, ages, race, ethnic origin, colour, religion, gender, or sexual orientation.

Principles

1. Every individual has a right to an education free from bias, prejudice, and intolerance.
2. Discrimination on the basis of race, ethnicity, colour, religion, gender, or sexual orientation by or toward any person in the School District shall not be tolerated.
3. School programs and practices shall promote self-esteem and a pride in one's culture and heritage and support the study of contributions and achievements of all peoples and the necessity of respect for individual rights and differences.
4. The Superintendent commits the District to be proactive in the support of a school curriculum free from bias and stereotyping.
5. Employment and promotion practices shall be based on merit and ability.

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6. The District shall interpret legislation and policies in a manner most consistent with the [New Brunswick Human Rights Act](#), [Canadian Charter of Rights and Freedoms](#) and [Canada's Commitments to International Human Rights Law](#).

Procedures

1. District and school staff shall:
 - a. ensure all District policies are consistent with the principles of this policy.
 - b. seek the assistance of appropriate groups and agencies, including the Department of Education, in promoting and improving multiculturalism / human rights education.
 - c. encourage the use of teaching materials that provide a balanced treatment of gender, cultures, races, ethnic origins, religions, and values.
 - d. encourage input by multicultural community groups and human rights organizations on school programs and practices.
2. School Principals shall periodically review co-curricular and extra-curricular activities to ensure that they are non-discriminatory.
3. Exchange programs that enable students to live and study in another culture shall be encouraged and facilitated.
4. Actions on District property by staff, students, and visitors to the school, deemed contrary to this policy statement of principles, shall be investigated in accordance with due process and appropriate action taken.
5. School programs and practices shall promote self-esteem and a pride in one's culture and heritage and support the study of contributions and achievements of all peoples and the necessity of respect for individual rights and differences.
6. Employment and promotion practices shall be based on merit and ability.

Reference

- [Canadian Charter of Rights and Freedom](#)
- [New Brunswick Human Rights Act](#)
- Department of Education and Early Childhood Development [Policy 703: Positive Learning and Working Environment](#)
- Department of Education and Early Childhood Development: [Policy 713: Sexual Orientation and Gender Identity](#)
- [Canada's Commitments to International Human Rights Law](#)