

Statement from the Board of Trustees

Clarification of Changes to DPCDSB Procedural By-Law

October 4, 2023

- *Receipt of public assistance (in housing only)*
 - *Record of offences (in employment only)*
 - *Sex (including pregnancy and breastfeeding)*
 - *Sexual orientation."*

This section of the Procedural By-law simply sets the DPCDSB's legal obligations that have existed for many years. There is nothing new. The inclusion of this language highlights DPCDSB's commitment to ensuring that every staff member and student is able to work and learn in an environment that is free from discrimination, in accordance with the Code.

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DPCDSB also has a legal obligation to ensure a safe learning and working environment, including not exposing its staff and students to presentations that include language that has, or may have, the effect of negatively generalizing about an individual or group of individuals in a way that perpetuates negative stereotypes, or constitutes harassment or discrimination, contrary to the Code. The consequence of permitting such delegations would lead to the violation by DPCDSB of its legal obligations. This will be strictly enforced. This is not only our legal obligation; it is also our moral obligation.

While freedom of speech is a constitutional right, the restriction of such right is demonstrably justified when the speech, or portions of the speech, have the consequence of violating ones' human right to work and learn in a discrimination and harassment-free environment.

If it is deemed that a delegation's proposed presentation would have the effect of causing the DPCDSB to violate its legal obligation, we will work with the delegate with a view to ensuring that the delegate's presentation does not violate any applicable laws. Again, it is a matter of ensuring compliance with laws.

‡ trust this provides parents, guardians, and community members with clarity on the issue.