



Gwa'sala-'Nakwaxda'xw School  
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## ANTI-RACISM POLICY

### RATIONALE

The Gwa-sala-'Nakwaxda'xw School is committed to establishing and maintaining a safe and positive learning environment for all students and employees, including those who have racialized identities. This includes those who identify as Black, Indigenous, or people of colour (BIPOC)

The school recognizes and reaffirms its commitment to the anti-discrimination principles and values contained in the B.C. Human Rights Code, the Canadian Human Rights Act, the Criminal Code of Canada, The School Act and Canadian Charter of Rights and Freedoms. As such, the school recognizes the need to provide a safe, anti-racist environment, free from harassment and discrimination, on an ongoing and consistent basis, while ensuring that all students, employees, and families are treated with respect and dignity regardless of race, colour and ancestry. The school recognizes the urgent need to ensure its students, employees, and families from the BIPOC community feel safe, respected and valued. The school will continue to take proactive approaches to create and promote antiracist places of learning and teaching.

### POLICY

#### Conduct

All students, employees, contractors, visitors, or any other persons who use the school's facilities shall be expected to conduct themselves in accordance with the school's commitment to non-discrimination, human rights, and cross-cultural understanding as set out in this Administrative Procedure.

In order to reflect the Gwa'sala-'Nakwaxda'xw School's commitment to supporting anti-racism, non-discrimination, human rights, and cross-cultural understanding, the school expects:

All students, employees, contractors, visitors, or any other persons who use school facilities will be vigilant and take action against individual discriminatory attitudes and behaviours towards individuals on the basis of their race, colour or ancestry so that all students and staff are treated with fairness and respect;

allegations of racist language, behaviour, or discrimination will be reported to the Teacher or Principal in the case of students. In the case of employees, allegations will be reported to the immediate supervisor.;

staff to discuss these issues using age-appropriate language and behaviour in accordance with our school's code of conduct;

school and classroom environments to be free of racial discrimination, and encourage anti-racist behaviour;

staff and students will use language and behaviour that does not degrade, label, stereotype, or incite ridicule, hatred, prejudice, discrimination or harassment towards others on the basis of race, colour or ancestry.

## Racial Incidents

School personnel witnessing any acts of racism or discrimination will take appropriate action consistent with school policy.

Any incident arising that contravenes this policy should be reported to the Principal, Supervisor or designate who shall undertake an investigation. Incidents should be dealt with using discretion and judgment in order to promote understanding and appreciation of differences. Discretion does not extend to either refusing to investigate reports or ignoring any incidents.

The Principal, Supervisor or designate will meet with the individual who was discriminated against to ensure that the situation has been resolved.

### Students

When resolution of a racial incident is not possible and/or in the event of recurrence of such incidents, the Principal or designate involved is to arrange for a meeting with the offending student and his/her parents

If there are further occurrences of such incidents, or if the offence is deemed to be sufficiently serious, the offending student/s should be dealt with under school suspension policy.

### Employees

An employee who repeatedly demonstrates racial or ethnic discrimination or who acts in a discriminatory manner without regard for school policy shall be subject to disciplinary action in accordance with the School Act.

Any staff member, upon observing or experiencing what they believe to be a form of racial/ethnic prejudice, is directed to inform the alleged offender that their actions appear to be contrary to school policy.

## 2. Staff Training

The school recognizes that general staff development on anti-racism is fundamental to creating organizational change. All staff members need the knowledge, skills and attitudes to understand and respectfully engage with diversity and difference.

The school will provide training for all staff to develop their knowledge, skills, awareness, and behaviours to identify and eliminate racism, and to foster dialogue that promotes anti-racism and creates understanding and respect. This includes learning to understand and dismantle personal biases and privilege.

## 3. Curriculum and Student Programs

The school will support staff to:

critically engage with current recommended learning resources and strategies to provide opportunities for all students and staff to develop positive awareness with respect to human rights, anti-racism and cultural diversity;

create or acquire appropriate, current, and relevant recommended learning resources for anti-racism;

support anti-racism education at all grade levels using age appropriate language and include examples of more inclusive resources.

#### 4. School and Community Relations

The school will continue to develop partnerships that promote effective participation in the education process by community organizations and IBPOC communities.

The Administrative team will continue to support the existence of anti-racist and multi-cultural initiatives in the school.

#### 5. Employment:

Conduct consistent with this Administrative Procedure is considered to be a term and condition for employment for all staff.

The school is committed to taking reasonable and proactive steps to ensure that school employees responsible for personnel selection shall be provided with training to enhance their sensitivity to human rights issues including bias and anti-racism.

Make a strong effort to employ/hire, recruit and retain more qualified individuals representing the IBPOC community in an attempt to better reflect student populations of the school.

All employees of the school will be supported in being able to identify discriminatory attitudes and behaviours as described in this policy, and are expected to be committed to eliminating the harm, inequities and barriers that might exist in relation to race, colour or ancestry.