

Definitions

Bias: a predisposition, prejudice, or generalization about a group of people based on personal characteristics or stereotypes. A bias incident is behavior, act, speech, or expression motivated, in whole or in part, by bias or prejudice. A bias incident does not involve criminal activities, however, when it occurs in schools, it should be identified, named, and addressed seriously. Biased incidents based on specific characteristics should be named as such (e.g., racial discrimination or ableism).

Discrimination: is an action or decision that treats a person or a group unfairly or negatively for reasons such as their race, gender, religion, disability, age, or other protected grounds. Discrimination can be direct or indirect, individual or systemic, and need not be intended. It also includes hate activity occurring in learning or working environments. Sometimes a rule or practice unintentionally singles out a group of people and results in unequal treatment. This type of unintentional discrimination is called constructive discrimination. Discrimination based on protected grounds is prohibited by law.

Harassment: is a form of discrimination. It is an unwelcome pattern of behaviour that offends or humiliates people because of their characteristics. It can involve words or actions that are known or should be known to be offensive, embarrassing, humiliating, demeaning, or unwelcome. It can be something someone says, how they touch you, how they ignore or isolate you, something they write down, or a drawing they share. Examples include name-calling, unwelcome epithets, remarks, jokes, slurs, displaying derogatory or offensive messages, failure to accommodate, curriculum material that promotes discrimination and so on.

Hate Incident: a non-criminal conduct that is motivated in whole or in part by bias, prejudice, or hate against an individual or group. The behavior or act can be verbal, nonverbal or written, and may manifest itself in the form of slurs, insults, harassment, abusive gestures, taunting, display of offensive materials or hate symbols, or through other acts which may intimidate, degrade, and/or marginalize the targeted individual or group.

Hate Crime: a criminal offense that is committed against a person or property and motivated in whole or in part by bias, prejudice or hatred based on a protected ground (race, gender, sexual orientation, etc.). This includes, but is not limited to, hate-motivated violence, incitement of hate or hate-motivated violence, and/or the display of symbols or other representations identified with groups promoting hate and violence. It also includes such crimes committed against a person who is associated, or perceived to be associated, with individuals or groups identified with one of the protected grounds.

Slurs: A slur is an insulting or disparaging word, comment or insinuation that is used to have a shaming or degrading effect. Slurs are used to refer to an individual or a group in a negative and/or insulting way. Racial or ethnic slurs specifically comment on someone's race, ethnicity or nationality in a derogatory way.

Prejudice: A pre-judgement or unjustifiable attitude (usually negative) of one type of individual or group to another group and its members.