

All students, staff, parents/guardians/caregivers, and visitors at HWDSB have the right to safe and inclusive spaces that are free from discrimination and harrassment motivated by bias, prejudice and hate.

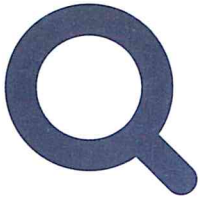
It is our collective responsibility and obligation to stop, address and support when acts of bias, hate or prejudice occur.

Behaviours or actions in school that intentionally or unintentionally harm others based on the person's ancestry, national or ethnic origin, race, language, colour, religion, sex, age, disability, sexual orientation, gender identity or expression must be addressed.



1: INTERRUPT

- Stop the harmful act with a firm and fair tone of voice to show all present that the behaviour is being addressed.



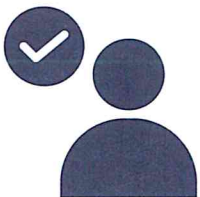
2: IDENTIFY

- Explicitly label the form of harassment and focus on the unacceptable language being used. E.g. "That comment is racist/transphobic/etc."
- Focus is on the language, not the individual.



3: EXPLAIN and SUPPORT

- Ensure the immediate safety of the individual(s) impacted. Ask how you can support their well-being.
- Use emotion coaching to validate their experience and communicate their importance to the school community.



4: ASK FOR CHANGE and REPORT

- Explain that the incident will be reported, and that the student should not use that unacceptable language again.
- Document and report the incident, and follow-up with all impacted.



5: ENSURE ACCOUNTABILITY

- All HWDSB staff have an obligation to stop actions of discrimination and harassment, and to take proactive measures to create inclusive learning environments for all students.
- Ensure the above steps are followed, students are supported, and the incident is properly reported.