

<b>PHILOSOPHY AND GOALS</b>	<b>1000</b>
<b>EQUITY AND INCLUSIVE EDUCATION PROCEDURES</b>	<b>1020</b>

1. Policy

It is the policy of Lakehead District School Board to promote equity and inclusive education.

2. Definitions

The terms harassment, discrimination, workplace harassment, disability, gender identity, gender expression and marital status are defined in the 7030 Human Rights and Workplace Harassment Policy and Procedures.

Indigenous peoples refers to First Nations, Métis and Inuit peoples.

LGBTQ+ refers to Lesbian, Gay, Bisexual, Transgender and Questioning individuals.

Terms are interpreted in accordance with Ministry directives.

3. Areas of Focus

3.1 Policies, Guidelines, Practices and Initiatives

Lakehead District School Board will:

3.1.1 articulate the Board's commitment to equity and inclusive education in Board policies, guidelines, operations and practices;

3.1.2 review Board and revise policies, guidelines, and practices to ensure that they reflect the principles of equity and inclusive education;

3.1.3 implement equity and inclusive education policies;

3.1.

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## **PHILOSOPHY AND GOALS**

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- 3.6.2 provide staff supervisory authority at the Board with the knowledge and skills to identify harassment, discrimination and workplace harassment and to respond to it in a timely manner;

