



## **RESPECT FOR HUMAN DIGNITY AND DIVERSITY POLICY IMMACULATE HEART OF MARY SCHOOL**

**DATE APPROVED: June 16, 2014**

**DATES OF AMENDMENT: \_\_\_\_\_**

The term 'IHMS' refers to Immaculate Heart of Mary School.

### **POLICY:**

1. IHMS recognizes that all people are created in the image and likeness of God and, as such, all people have the right to be treated with dignity, respect and fairness.
2. IHMS is committed to the life and mission of the Catholic Church by providing a learning and working environment in which all individuals are treated with respect and dignity, regardless of race, ancestry, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, age, religion, income, social status, marital status, family status, disability, or political belief, association, or activity in accordance with the Manitoba Human Rights Code.
3. IHMS recognizes and promotes the importance of a safe and inclusive learning environment in all policies, programs, procedures, and practices in the school.
4. IHMS shall seek collaboration with, and active engagement from students, parents, staff and other community partners to create and sustain a positive school climate that supports student achievement consistent with Catholic values in a safe and inclusive learning environment.
5. IHMS acknowledges that students need to feel engaged in and empowered by what they are learning, supported by teachers and staff, and welcomed in their learning environment. IHMS shall continue to promote curricular and co-curricular programs that provide opportunities to acquire positive attitudes toward human dignity and diversity in the framework of a Catholic learning environment based on the teachings of the Catholic Church.
6. IHMS respects the personal conscience of individual students and their families. However, as a Catholic school, it cannot relinquish its own freedom to proclaim the Gospel and to offer a formation based on the teachings of the Catholic Church and the values to be found in a Catholic education. All students are required to participate in religious instruction, programs, liturgies, and celebrations offered by the school except those that are intended only for Catholics (e.g., reception of the sacraments). The transmission of the Catholic faith as outlined in the teachings of the Catholic Church will not be considered the basis of harassment or bullying.
7. IHMS recognizes that the transmission of our faith and faith development is integral to every part of a Catholic education; it is therefore the expectation that all staff in our school will promote and be informed by the teachings of the Catholic Church.

8. IHMS recognizes that just as students have diverse backgrounds, they have varied educational needs as well. The administration and staff will strive to implement strategies that effectively respond to the individualized needs of students, taking into account their unique backgrounds, interests, aptitudes and learning needs. As an independent school with limited resources the IHMS may not be able to accommodate the needs of all students.
9. IHMS recognizes the importance of professional learning to create a foundation for Catholic values, ecclesial and cultural identity, human rights education and effective teaching processes. IHMS acknowledges that professional learning and the subsequent incorporation of anti-bullying and human rights principles into the school climate and curriculum is an ongoing and evolving process of reflection and education which is sustained over time.
10. IHMS will provide opportunities for administrators, teachers, and non-teaching staff to participate in training on bullying prevention and strategies for promoting respect for human dignity, diversity and positive school environments.
11. IHMS administration will provide information for students and parents to increase their knowledge and understanding of bullying and strategies for promoting respect for human dignity, diversity and positive school environments.
12. IHMS will not accept any expression of bias, discrimination, bullying in any form by its students, staff, volunteers, as well as parents/guardians, those contracted by the school or visitors who are on school premises or participating in school-sponsored activities.
13. IHMS can deny entry to the school, school premises or school sponsored activities to any person, group or association whose intent is to publicly support or promote hatred, discrimination, or views that are contrary to the teachings of the Catholic Church.
14. IHMS will accommodate students as per the Administrative Guidelines for Student Groups in Catholic Schools who wish to lead activities and organizations that promote a positive school environment in the framework of a Catholic learning environment based on the teachings of the Catholic Church.
15. In order to maintain a Catholic learning environment where Catholic teachings and values are integrated into all subjects and activities, IHMS maintains its right as a bona fide and reasonable requirement of administrators and educators to hire staff who are practising Catholics as per section 14 (1) of the Manitoba Human Rights Code and as outlined in the school hiring guidelines.
16. As a Catholic institution that serves the Catholic community, IHMS maintains its right as per Section 11(a) of the Manitoba Human Rights Code to accommodate the needs of Catholic families by setting an admissions process that gives them reasonable accommodation as outlined in the Schools Admissions Protocol.