

## Examples of human rights discrimination and harassment:

- Name-calling, verbal or written abuse, taunts and threats (e.g., racist stereotypes)
- Unwelcome remarks, jokes, slurs or obscene gestures (e.g., jokes about someone's religion)
- Unwanted touching, kissing and flirtation; sexual bullying or name-calling, persistent requests for a date, leering, or threat of sexual assault
- A Board employee engaging in any sexual relationship with a student
- Unwanted remarks about an individual's appearance, clothing, or personal life
- Displaying derogatory or offensive pictures, materials or graffiti
- Threats of outing (stating someone is lesbian or gay without their permission)
- Intimidation, physical violence, and vandalism
- Using electronic media to convey messages of discrimination and harassment
- Failure to accommodate a person with a disability
- Curriculum that promotes discrimination
- Any activities conducted for the purposes of promoting hatred against identifiable groups of people; this includes production and/or distribution of hateful material (i.e., hate group activity)



Contact the Human Rights Office directly:

Patricia Hayes  
Human Rights Manager  
Phone: (416) 393-1028  
E-mail: [patricia.hayes@tdsb.on.ca](mailto:patricia.hayes@tdsb.on.ca)

David McCuaig  
Human Rights Officer  
Phone : (416) 393-1029  
E-mail: [david.mccuaig@tdsb.on.ca](mailto:david.mccuaig@tdsb.on.ca)

Or write to:

Toronto District School Board  
The Human Rights Office  
5050 Yonge Street, 4<sup>th</sup> floor  
Toronto, ON M2N 5N8

# KNOW your Rights and Responsibilities

## Toronto District School Board Human Rights Policy Guideline for Students

All students must be allowed to learn in an environment where they are treated with respect, dignity, and understanding.

The TDSB is committed to a school system and workplace that is free of discrimination and harassment.





Discrimination and harassment are illegal practices under the Ontario Human Rights Code.



## TDSB human rights and you

Students are protected from any discrimination and harassment covered under the prohibited grounds of the TDSB Human Rights Policy.

Harassment means engaging in any annoying and/or provoking comment or conduct that is considered unwelcome. Discrimination is any practice or behavior, whether intentional or not, which has a negative effect on an individual or group because of their:

- Age
- Ancestry
- Citizenship
- Colour
- Creed (faith)
- Disability
- Ethnic Origin
- Family Status
- Gender
- Gender Identity
- Marital Status
- Place of Origin
- Race
- Same sex partnership
- Sexual Orientation  
(whether you are lesbian, gay, straight or bisexual)
- Socioeconomic Status  
(whether you are rich or poor)

## Who is Protected?

Everyone who uses Board property is covered. This includes students, teachers, any other staff, and all visitors to TDSB schools and workplaces.

This protection also applies to incidents that occur off Board property that have a negative effect on your learning environment.

## What can I do?

- **Talk to Others:** If someone is harassing you or someone you know, other people are probably having the same experience.
- **Keep a Record:** Write down all the details. Include dates, times, and names of witnesses.
- **Speak Up:** If you're able to, it's your right to tell the harasser that you do not like the harassment and insist that it stop.
- **Get Assistance:** Contact, an adult you trust in your school, or the Human Rights Office.



- **File a complaint:** If you feel the situation is too serious to handle on your own, you may make a complaint directly to your Principal or to the Human Rights Office. Principals have the responsibility to respond quickly to complaints of discrimination and harassment.
- **If someone makes a complaint against you:** You have the right to ask for help and have a support person.

## When you complain

The staff person who takes your complaint must respond as quickly as possible and respect confidentiality.

There are 4 ways to resolve complaints involving students. You may choose more than one; you may seek advice at any point from a Human Rights Resource Person or the HR Office.

1. **Informal resolution:** You and the other person understand the issues and are willing to settle the problem in an agreeable manner.
2. **Mediated resolution:** You and the other person involved agree to meet with an unbiased third party to help settle the complaint.
3. **Managerial formal resolution:** Your Principal or Vice-principal is required to investigate the complaint and make a decision on what should be done.
4. **Formal complaint process:** You must complete and submit a formal complaint form to the Human Rights Office for official investigation.