

Anti-Discrimination Policy

Policy

It is the policy of Huron Playschool to recognize the dignity and worth of every person and Huron Playschool is committed to a practice of non-discrimination on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed or religious beliefs, sex, sexual orientation, disability, age, family status, marital status or class.

Anti-Sexual Harassment Policy

Sexual harassment can be expressed in a number of ways, toward either sex and may include:

- Uncomfortable touching or patting
- Suggestive or other sexually aggressive remarks
- Leering (suggestive staring) at a person's body
- Demands for sexual favours
- Compromising invitations
- Physical assault
- A reprisal or threat of reprisal by a supervisor for the rejection of such behaviour
- Instances of harassment based on sexual orientation

According to the Ontario Human Rights Code, any of these actions need occur only once.

For the most part, victims of sexual harassment are women. Sexual harassment is present in every job level and occupation.

It is the responsibility of every participant at Huron Playschool to honour and adhere to this policy. Breach of this policy may result in disciplinary action including discharge, or refusal to provide service.

If you have any reason to believe that your rights are not being honoured, we ask that you bring them to the attention to the Teacher/Director or member of the Board immediately.

Procedure

See procedures under Anti-Racism Policy.

Anti Racism Policy

Philosophy

Huron Playschool believes that it must take informed leadership in the community if race and ethnic equality and positive intercultural relationships are to be achieved.

In taking leadership, Huron Playschool acknowledges its special responsibility to actively foster an environment of respect for the racial, ethnic, linguistic, religious and cultural plurality of Canadian society.

Huron Playschool recognizes that traditional patterns and practices discriminate against some racial and ethnic groups.

Huron Playschool is committed to an understanding that a multiracial, multicultural society is a source of enrichment and strength.

Huron Playschool will communicate that all program participants and staff have the right to be free of race and ethnic discrimination and prejudice in the Playschool.

Any form of ethnic or racial discrimination will not be tolerated at the Playschool, and the School will take an active role in the elimination of all such discrimination within the community.

Huron Playschool is committed to demonstrating these principles in all policies, in community relations, in hiring and recruitment, in staff and volunteer development and in the delivery of programs and services.

Policy

Huron Playschool will not tolerate racial/ethnic/cultural or religious discrimination in any forms in any of its facilitators or in relation to work in the community. A racial incident may be intentional or unintentional, verbal or non-verbal. Racial incidents may be subtle, passive or overt in nature. Avoidance, exclusion, rudeness, name calling, jokes, slurs, stereotyping, insults, threats, intimidation are expressions of discrimination and racist attitudes. Racist incidents include the perpetration of systemic racism by violation of the various procedures written into Huron Playschool's anti-racism policy and procedures.

Procedure

Disciplinary action taken in response to racial incidents may take the form of a warning, reprimand, suspension, termination or refusal to provide service.

Those persons who handle or investigate incidents (Teacher/Director or designate) or racism will respect the confidentiality of all parties, including the complainant(s), any witnesses and the alleged offender(s).

Step I

1. The complainant and/or witness shall ask the alleged offender to stop his/her behaviour and will point out the offensive behaviour.
2. The alleged offender must be given an opportunity to stop the offensive behaviour and must be informed of the Huron Playschool policy and the reasons for it.
3. If the problem is not resolved through this request, the complainant and/or witness shall make a record in writing of the incident, including dates, names and as full an account as possible and move on to Step II.

Step II

1. The complainant and/or witness shall lodge a complaint with the Teacher/Director or designate. This must be done no later than 1 month after the incident has occurred.
2. Upon receiving a complaint, the Teacher/Director or designate shall start an investigation. The investigation will include the complainant, the alleged offender and any other person or witness who may have information concerning the incident. Information shall be received in the strictest confidence and shall be documented.

Step III

1. If the complaint is not resolved at the level of Teacher/Director within 10 working days of being lodged, the complainant may, through the Executive Director, appeal to the Board which will make a final decision, in writing within 15 days of this final appeal.

The above procedure does not affect an individual's right to file a complaint with the Ontario Human Rights Tribunal.