

<b>Administrative Procedures Manual</b>	<b>Administrative Procedure 202</b>
	<b>Multiculturalism</b>
	APPROVED: September 2013
Page 1 of 1	AMENDED/REVIEWED: September 2019, August 15, 2016
LEGAL REFERENCE:	Section 18, 52, 53, 196, 197, 222 Education Act Alberta Bill of Rights Alberta Human Rights Act Human Rights, Citizenship and Multiculturalism Amendment Act Canadian Charter of Rights and Freedoms, Constitution Act, 1982 Guide to Education ECS to Grade 12

**Background**

It is the legitimate right of every child to experience an education that respects all religious and cultural perspectives. A position of multiculturalism which affirms and promotes the dignity and fundamental worth of all human beings regardless of racial, religious or cultural background is endorsed by the Division.

**Procedures**

1. Teachers are encouraged to provide educational programs which provide opportunities for student interaction that will lead to understanding of and appreciation for cultural diversity as a positive feature of Canadian society.
2. Teachers are encouraged to reflect accurately in their programs the reality of the many dimensions of Canada’s diverse society, giving emphasis not only to the achievements of people of all racial, religious and ethnic backgrounds throughout the world, but to their participation in and contribution to all aspects of Canadian life.
3. It is the responsibility of school staff to assist students to develop a strong sense of self-esteem and pride in their own cultural heritage, as well as an appreciation for the background of others.
4. The Superintendent or designate is authorized to refuse admission to the school or classroom, subject to an appeal to the Board, any person, group or association whose intent it is to promote discrimination or bias on the basis of race, creed, colour, nationality, religion or place of origin.
5. The Division will not tolerate any expression of disrespect or practice involving racial, ethnic or religious discrimination by its personnel, students or trustees and is prepared to take appropriate action if such incidents occur.
6. School staff witnessing any acts of discrimination on the basis of race, religion or culture will be expected to take appropriate action immediately consistent with Board policy and Division administrative procedures.
  - 6.1 Where possible, such incidents are to be used by staff as a learning experience for students.