



Date: May 28, 2024
Prepared by: James Duff, Executive Manager – Human Resource Services
Subject: Policy Approval – Human Resource Services

Background

The following two (2) policies and related administrative procedures were submitted to the Policy Vetting Committee for review on April 30, 2024:

- *Sec. D Policy – Integrated Accessibility Standards*
- *Sec. D Policy – Freedom from Harassment and Discrimination*

The Policy Vetting Committee has recommended approval of the two above noted policies by the full Board at the Regular Board Meeting on May 28, 2024.

Integrated Accessibility Standards – the policy goals have been updated to include language more consistent with policy goal expectations. This policy had four (4) corresponding procedures in separate procedural documents (i.e. Accessibility Standards in Employment, Communication, Information, and Design of Public Spaces). Based on a review of related policies and procedures from other school boards, public sector institutions, and a review of applicable legislation, the multiple procedural documents have been merged into one (1) document. Moreover, consistent with the research findings, information related to Student Transportation was added to this procedure and information related to Design of Public Spaces was removed.

Freedom from Harassment and Discrimination – this policy and procedure is reviewed annually by the Joint Health and Safety Committee. The only notable change is the removal of language referencing Section 18 of the Teaching Profession Act as this provision no longer exists in the legislation.

Recommendations

That the St. Clair Catholic District School Board receive the report: *Policy Approval – Human Resource Services*, for information.

That the St. Clair Catholic District School Board approve *Sec. D Policy – Integrated Accessibility Standards*, effective May 28, 2024.

That the St. Clair Catholic District School Board approve *Sec. D Policy – Freedom from Harassment and Discrimination*, effective May 28, 2024.