Lambton Kent District School Board
Student Achievement Community Success

REGULATION NO.: R-AD-170-26

REGULATIONS

SUBJECT: HUMAN RIGHTS

The Lambton Kent District School Board (LKDSB) is committed to fostering a learning and working environment that champions the inherent dignity and rights of every person. This regulation affirms the right of all students, staff and members of the school community to equal treatment, without discrimination or harassment. The LKDSB is dedicated to upholding its positive and proactive obligations to prevent and respond to discrimination, harassment, and systemic barriers in all its programs, services and operations. This regulation is developed in compliance with the Ontario Human Rights Code (OHRC), the Education Act, the Occupational Health and Safety Act, the Accessibility for Ontarians with Disabilities Act (AODA), the Canadian Charter of Rights and Freedoms and guidelines from the Ministry of Education.

It applies to conduct that occurs:

- On school property or any part of the school premises
- At school-related activities (e.g. field trips, sports events)
- Off school property, if the conduct adversely affects the school climate or the safety and well-being of the school community
- In all digital spaces related to the school/Board (e.g. Board networks and social media used for school-related activities)

The LKDSB prohibits discrimination and harassment based on all protected grounds under the Ontario Human Rights Code:

- Race
- Ancestry
- Place of Origin
- Colour
- Ethnic Origin
- Citizenship
- Creed (e.g. religion, spiritual beliefs)
- Sex (including pregnancy, gender-based harassment and breastfeeding)
- Sexual Orientation
- Gender Identity
- Gender Expression
- Disability (including physical mental, developmental and learning disabilities)
- Age
- Marital Status
- Family Status

- Record of Offences (employment only)
- Receipt of Public Assistance (housing only/not applicable in educational services context but included for staff employment/tenancy where relevant)

In the event of any conflict or update to this list, the Ontario Human Rights Code shall prevail, and this document shall be deemed amended to reflect such changes.

The LKDSB also recognizes Intersectionality, acknowledging that individuals may experience unique forms of discrimination due to the combination of multiple protected grounds and could require different strategies.

This regulation complies with the duties and obligations set out in the following documents:

1. Accessibility:

Accessibility in Employment – R-AD-159
Accessible Student Transportation Services – R-AD-160
Accessibility Standards – Customer Service – R-AD-150
Service Dogs, Use of Guide Dog, Service Dog or Service Animal by a Student – R-SE-314.1-25

2. Safe Schools:

Equity and Inclusive Education – R-AD-154
Field Trips and Educational Tours – R-PR-209
Safe Intervention with Students – R-AD-142
Safe Schools – Including Code of Conduct, Incident Reporting, Progressive Discipline and Bullying – R-AD-168
Student Dress Code – P-AD-133

3. Harassment and Discrimination:

Occupation Health and Safety – R-OP-405
Workplace Discrimination, Workplace Harassment, Workplace Sexual Harassment and Workplace Violence Prevention – R-AD-148

4. Workplace Harassment and Violence Prevention:

Workplace Discrimination, Workplace Harassment, Workplace Sexual Harassment and Workplace Violence Prevention – R-AD-148
Safe Schools – Including Code of Conduct, Incident Reporting, Progressive Discipline and Bullying – R-AD-168

Violations of this regulation are to be reported to a Supervisor, Manager, Administrator, Conflict Resolution Coordinator, who will then report to the Superintendent of Human Resources.

Implementation Date: October 27, 2026

References:

Adjudication of Existing Staff with Criminal Records
Advertising on School Board Property
Board Facilities – Use of Facilities, Materials and Equipment
Communications and Social Media
Community Use of School Board Facilities
Direction Regarding Hate Speech: Including Racial, Homophobic, Transphobic, Sexist, Ableist Slurs, or Epithets and the Use of the N-Word
Policies and Regulations Development and Review of
Privacy of Information
Voluntary Self-Identification of First Nations, Metis and Inuit Students
Volunteers