

# Policy 416: Anti-Ableism

## Policy

Adopted December 19, 2023

### 1. Purpose

Ableism / Disablism is a form of discrimination in society that holds that some people are more valuable than others, which can limit the potential of people with disabilities. People with disabilities are then assumed to be less worthy of respect and consideration, less able to contribute and/or take part, and have less value than other people. Ableism / Disablism can be conscious or unconscious, and is embedded in institutions, systems, and the broader culture of society.

An ableist belief system includes negative attitudes, stereotypes, stigma, and attitudinal barriers associated with, and towards persons with visible and invisible disabilities. These create significant barriers or adversely impact equality, participation, dignity, and well-being. These barriers are harmful and perpetuate exclusion and discrimination.

North Vancouver School District Board of Education is committed to ensuring the full inclusion and equitable treatment of all students, employees, Indigenous rights holders, and school district partners. It recognizes that diversity and intersectionality is a source of social, cultural, and economic enrichment and strength. North Vancouver School District endeavours to provide a climate of understanding and mutual respect for the dignity and rights of each individual with visible or invisible disabilities.

North Vancouver School District recognizes that Ableism/ Disablism represents a formidable barrier for many students, staff, and their families, having the effect of adversely impacting their lived experiences, self-agency, sense of belonging, and potential for success within their school community. Ableism / Disablism limits opportunities for persons with visible and invisible disabilities.

This policy and its administrative procedures commit North Vancouver School District, its Board of Education, students, families, staff members, and broader community, to develop a heightened awareness of Ableism / Disablism and to make conscientious efforts to diminish and eliminate its occurrences. These efforts include but are not limited to: creating learning opportunities and defining expectations; identifying language, behaviors, and purposeful actions to prevent Ableism / Disablism.

These goals and objectives align with the BC Human Rights code, Canadian Human Rights Act, North Vancouver School District's Accessibility Plan, Accessible British Columbia Act, and both the United Nations Convention of the Rights of Persons with Disabilities and Declaration on the Rights of Indigenous Peoples Act.

## Resources

[BC Human Rights Code](#)

[Canadian Human Rights Act](#)

[North Vancouver School District's Accessibility Plan](#)

[Accessible British Columbia Act](#)

[United Nations Convention of the Rights of Persons with Disabilities](#)

[Declaration on the Rights of Indigenous Peoples Act](#)