



LIBERTY HIGH SCHOOL EQUITY AND INCLUSIVE EDUCATION POLICY
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Liberty High School Equity and Inclusive Education Policy

I. Introduction

At Liberty High School, we are dedicated to fostering an educational environment where diversity is not only acknowledged but celebrated. Our Equity and Inclusive Education Policy, aligned with Ontario's laws and educational standards, is designed to ensure that every member of our school community – students, staff, and families – feels valued, respected, and supported.

II. Celebrating Diversity

Cultural Awareness and Education: Programs and activities are integrated into the curriculum to educate and raise awareness about different cultures, traditions, and perspectives. This includes special events, guest speakers, and cultural celebrations.

Inclusive Curriculum: The school's curriculum reflects a diverse range of histories, experiences, and contributions from various groups, ensuring that all students see themselves represented in their learning materials.

Languages and ESL Programs: Support for English language learners and respect for the linguistic diversity of students, including the provision of English as a Second Language (ESL) programs.

III. Preventing Discrimination and Harassment

Anti-Discrimination Policy: A clear policy against discrimination and harassment based on race, religion, gender, sexuality, ability, socioeconomic status, or any other characteristic. This policy is strictly enforced, with immediate and appropriate actions taken in response to any incidents.

Training and Development: Regular training for staff and students on topics such as anti-bullying, anti-discrimination, conflict resolution, and equity.

Reporting and Response Mechanisms: Established protocols for reporting discrimination and harassment incidents, ensuring timely and effective responses.

IV. Equitable Opportunities

Accessibility and Accommodation: The school ensures accessibility for students with disabilities and provides necessary accommodations to support their full participation in the educational process.

Student Support Services: A range of support services, including counseling, mentorship programs, and academic support, is available to all students, with particular attention to those who may be at risk of marginalization.

Scholarship and Bursary Programs: Development of scholarship and bursary programs aimed at supporting students from underrepresented or disadvantaged groups.

V. Engagement and Representation

Diverse Staff Recruitment: Efforts are made to recruit a diverse staff that reflects the community's demographics, providing students with relatable role models and mentors.

Parent and Community Involvement: Encouraging the involvement of parents and community members from diverse backgrounds in school activities and decision-making processes.

VI. Policy Monitoring and Evaluation

Regular Reviews: The policy is regularly reviewed and updated to reflect changing demographics, legal requirements, and best practices in equity and inclusion.

Feedback Mechanisms: Channels for students, staff, and families to provide feedback on equity and inclusion issues, ensuring that the policy remains relevant and effective.

VII. Roles and Responsibilities

School Leadership: Ensures the implementation and enforcement of the equity and inclusion policy.

Teachers and Staff: Responsible for creating an inclusive classroom environment and intervening in cases of discrimination or exclusion.

Students: Expected to respect and embrace diversity, contributing to an inclusive school culture.

Liberty High School's Equity and Inclusive Education Policy is a cornerstone of our commitment to creating an educational environment where every individual is respected, valued, and given the opportunity to thrive. Through this policy, we aim to prepare our students for a diverse and interconnected world, equipping them with the values of respect, empathy, and social responsibility.