

CATHOLIC EDUCATION AND LIVING OUR CATHOLIC VALUES SUB-COMMITTEE MEETING Public Session

**AGENDA
JUNE 11, 2019**

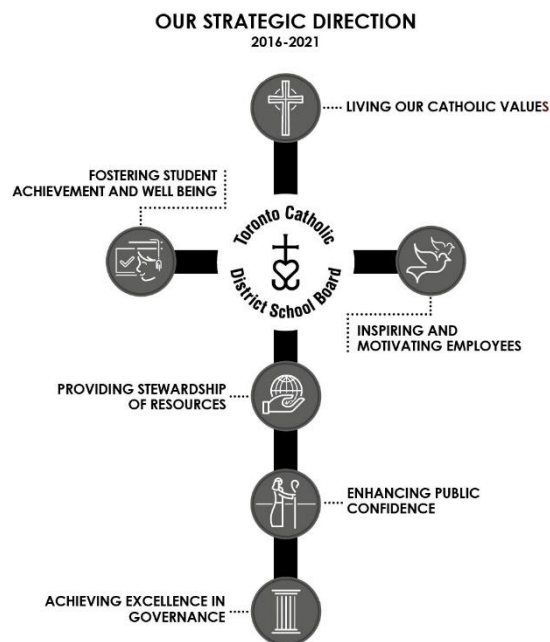
Teresa Lubinski, Chair

Garry Tanuan, Vice-Chair

Nancy Crawford

**Michael Del Grande
Ex-Officio**

**Maria Rizzo
Ex-Officio**



MISSION

*The Toronto Catholic District School Board is an inclusive learning community uniting home, parish and school and rooted in the love of Christ.
We educate students to grow in grace and knowledge to lead lives of faith, hope and charity.*

VISION

At Toronto Catholic we transform the world through witness, faith, innovation and action.

**Recording Secretary: Sophia Harris, 416-222-8282 Ext. 2293
Assistant Recording Secretary: Sonia Tomaz, 416-222-8282 Ext. 2298**

**Rory McGuckin
Director of Education**

**Maria Rizzo
Chair of the Board**

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**AGENDA
REGULAR MEETING
OF THE
CATHOLIC EDUCATION AND LIVING OUR CATHOLIC VALUES SUB-COMMITTEE
PUBLIC SESSION**

Tuesday, June 11, 2019

5:00 P.M.

	Pages
1. Call to Order	
2. Memorials and Opening Prayer	
3. Roll Call & Apologies	
4. Approval of the Agenda	
5. Notices of Motions	
6. Declarations of Interest	
7. Approval and Signing of Minutes of the Previous Meetings	
7.a From the Meeting held April 30, 2019	1 - 9
7.b From the Meeting held May 21, 2019	10 - 11
8. Presentations	
9. Delegations	
10. Consideration of Motions for which previous notice has been given	

11. Unfinished Business from Previous Meetings

12. Matters referred/deferred from Committees/Board

From the April 30, 2019 Catholic Education and Living Our Catholic Values
Sub-Committee Meeting

- 12.a Whistleblower Procedures and Guidelines for Students, Parents, Staff, Stakeholders on issues Concerning our Catholic Faith, Values, and Morals (Refer Item 12b)**
- 12.b Whistleblower Policy A.39 and Operational Procedure (Refer Item 12a)** 12 - 23
- 12.c Build a Repository of Cases, Research, and Rulings for Precedents and References on Issues relating to our Catholic Faith and Morals Teaching, Doctrines, and Pastoral Care (approved March 1, 2018)**
- 12.d Promote and Broaden the Student Faith Engagement Kairos Program in High Schools and Similar Catholic Faith-based Initiatives to all Catholic Schools (approved March 1, 2018)**
- 12.e Back to Basics of Our Catholic Faith Program**
- 12.f Renewing the Promise and Walking the Talk**
- 12.g Forging Potential External Partnerships with Strong Faith-based Organizations to enhance Catholic Faith and Morals in our Board and School Communities**
- 12.h Procedure to Review Minutes and Motion Direction**
- 12.i Religious Education Department Budget**
- 12.j Verbal Update on Letters to the Archdiocese and Ontario Catholic School Trustees' Association (OCSTA)**
- 12.k Verbal Discussion regarding next possible Nurturing Our Catholic Community (NCC) Committee Meeting**
- 12.l Verbal Discussion regarding Catholic Education and Living Our Catholic Values Sub-Committee Meeting dates for 2019**

From the May 16, 2019 Regular Board Meeting

- 12.m From the Governance and Policy Committee: Update to Bullying Prevention and Intervention Policy (S.S.11) 24 - 35**

Delegations From the May 28, 2019 Student Achievement and Well Being, Catholic Education and Human Resources Committee

- 12.n Paolo De Buono regarding Improving Inclusiveness for the Toronto Catholic District School Board's (TCDSB's) Lesbian, Gay, Bisexual and Transgender (LGBT) Students 36 - 49**
- 12.o Emily De Decker regarding Code of Conduct wording on Respect 50 - 51**
- 12.p Iola Fortino regarding adding Gender Identity, Gender Expression, Marital Status and Family Status to the list of prohibited grounds of discrimination in Code of Conduct 52**
- 12.q Ina Rocha regarding Changes to the Code of Conduct Policy 53 - 54**
- 12.r Elio Freitas regarding changes to the Code of Conduct Policy 55 - 56**

13. Reports of Officials for the Information of the Board of Trustees

14. Reports Requiring Action of the Board of Trustees

15. Listing of Communications

16. Inquiries and Miscellaneous

17. Updating of Pending Items List

18. Closing Prayer

19. Adjournment

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MINUTES OF THE CATHOLIC EDUCATION AND LIVING OUR CATHOLIC VALUES SUB-COMMITTEE MEETING

PUBLIC SESSION

TUESDAY, APRIL 30, 2019

Trustees:

T. Lubinski, Chair
G. Tanuan, Vice-Chair
N. Crawford
M. Del Grande
M. Rizzo

Staff:

N. Adragna
P. Aguiar
M. Caccamo
N. D'Avella
L. Di Marco
S. HooKong-Taylor
P. Matthews
M. Peres
J. Shain
E. Szekeres Milne

Fr. Mike
Fr. Obina

S. Tomaz, Recording Secretary

External Members:

Fr. Mark, Archdiocese of Toronto
B. O'Sullivan, Ontario Catholic School Trustees'
Association (OCSTA)

4. Approval of Agenda

MOVED by Trustee Del Grande, seconded by Trustee Tanuan, that the Agenda, as amended to include the Addendum and Item 15a) Update from Brian O’Sullivan, Ontario Catholic School Trustees’ Association (OCSTA), be approved.

Results of the Vote taken, as follows:

In Favour

Opposed

Trustees Crawford
Del Grande
Lubinski
Tanuan

The Motion was declared

CARRIED

6. Declarations of Interest

There were none.

7. Approval and Signing of Minutes of Previous Meeting

MOVED by Trustee Crawford, seconded by Trustee Tanuan, that the Minutes of the Meeting held March 26, 2019 be approved with the following amendment:

- *Page 5, Item 12a):* That the votes be included in the motion to lift the tabled Item.

Results of the Vote taken, as follows:

In Favour

Opposed

Trustees Crawford
Del Grande
Lubinski
Tanuan

The Motion was declared

CARRIED

Trustee Crawford disconnected via teleconference and joined the meeting in person at 1:15 pm.

Trustee Rizzo joined the meeting at 1:16 pm.

9. Delegations

MOVED by Trustee Del Grande, seconded by Trustee Tanuan, that Item 9a) be adopted as follows:

9a) Mary Laframboise regarding Importance of the Code of Conduct received.

MOVED in AMENDMENT by Trustee Tanuan, seconded by Trustee Del Grande, that the Catholic Education and Living our Catholic Values Sub-Committee recommend to the Student Achievement and Well Being, Catholic Education and Human Resources Committee that the Item be received and referred to staff for the exploration of the delegate's suggestions to consult with the specified experts.

With the consent of the Committee, Trustee Tanuan withdrew his amendment.

Results of the Vote taken, as follows:

In Favour

Opposed

Trustees Crawford
Del Grande
Lubinski
Rizzo
Tanuan

The Motion was declared

CARRIED

Trustee Tanuan left the table at 2:18 pm and returned at 2:20 pm.

12. Matters referred/deferred from Committees/Board

MOVED by Trustee Crawford, seconded by Trustee Del Grande, that Items 12a) and 12b) be adopted as follows:

12a) Update to Code of Conduct Policy (S.S.09); and

12b) Revised Appendix B – Update to Code of Conduct Policy (S.S.09) that the Catholic Education and Living our Catholic Values Sub-Committee recommend to the Student Achievement and Well Being, Catholic Education and Human Resources Committee that this Item be referred to staff to stipulate our denominational rights and that the Policy then return to the Catholic Education and Living our Catholic Values Sub-Committee.

Trustee Rizzo left the table at 2:46 pm and returned at 2:51 pm.

MOVED in AMENDMENT by Trustee Tanuan, seconded by Trustee Del Grande that the Catholic Education and Living our Catholic Values Sub-Committee recommend to the Student Achievement and Well Being, Catholic Education and Human Resources Committee that this Item be referred to staff to stipulate our Roman Catholic denominational rights and Section 29 of the Charter, and that the Policy then return to the Catholic Education and Living our Catholic Values Sub-Committee.

Results of the Vote taken on the Amendment, as follows:

In Favour

Opposed

Trustees Crawford
Del Grande
Lubinski
Tanuan

Rizzo

The Amendment was declared

CARRIED

Results of the Vote taken on the Motion as amended, as follows:

In Favour

Opposed

Trustees Crawford
Del Grande
Lubinski
Tanuan

Rizzo

The Motion as amended was declared

CARRIED

MOVED by Trustee Crawford, seconded by Trustee Tanuan, that Item 15a) be adopted as follows:

15a) Update from Brian O’Sullivan, OCSTA received.

Results of the Vote taken, as follows:

In Favour

Opposed

Trustees Crawford
Del Grande
Lubinski
Rizzo
Tanuan

The Motion was declared

CARRIED

Moved by Trustee Del Grande, seconded by Trustee Crawford, that the next meeting be held on Tuesday May 21, 2019 at 3 pm, conditional on the availability of Fr. Mark and Brian O’Sullivan.

Results of the Vote taken, as follows:

In Favour

Opposed

Trustees Crawford
Del Grande
Lubinski
Rizzo
Tanuan

The Motion was declared

CARRIED

MOVED by Trustee Del Grande, seconded by Trustee Crawford, that Items 12c) – 12l), 14a) and 14b) be deferred to the May 21, 2019 meeting of the Catholic Education and Living Our Catholic Values Sub Committee.

Results of the Vote taken, as follows:

In Favour

Opposed

Trustees Crawford
Del Grande
Lubinski
Rizzo
Tanuan

The Motion was declared

CARRIED

ITEMS AS CAPTURED IN THE ABOVE MOTION

- 12c) Whistleblower Procedures and Guidelines for Students, Parents, Staff, Stakeholders on issues Concerning our Catholic Faith, Values, and Morals (Refer Item 12d);
- 12d) Whistleblower Policy A. 39 and Operational Procedure (Refer Item 12c);

- 12e) Build a Repository of Cases, Research, and Rulings for Precedents and References on Issues relating to our Catholic Faith and Morals Teaching, Doctrines, and Pastoral Care (approved March 1, 2018);
- 12f) Promote and Broaden the Student Faith Engagement Kairos Program in High Schools and Similar Catholic Faith-based Initiatives to all Catholic Schools (approved March 1, 2018);
- 12g) Back to Basics of Our Catholic Faith Program;
- 12h) Renewing the Promise and Walking the Talk;
- 12i) Forging Potential External Partnerships with Strong Faith-based Organizations to enhance Catholic Faith and Morals in our Board and School Communities;
- 12j) Procedure to Review Minutes and Motion Direction;
- 12k) Religious Education Department Budget;
- 12l) Verbal Update on Letters to the Archdiocese and OCSTA;
- 14a) Verbal Discussion regarding next possible Nurturing Our Catholic Community (NCC) Committee Meeting; and
- 14b) Verbal Discussion regarding Catholic Education and Living Our Catholic Values Sub-Committee Meeting dates for 2019.

19. **Adjournment**

MOVED by Trustee Del Grande, seconded by Trustee Crawford, that the meeting be adjourned.

Results of the Vote taken, as follows:

In Favour

Trustees Crawford
Del Grande
Lubinski

Opposed

Rizzo
Tanuan

The Motion was declared

CARRIED

SECRETARY

CHAIR

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MINUTES OF THE CATHOLIC EDUCATION AND LIVING OUR CATHOLIC VALUES SUB-COMMITTEE MEETING

PUBLIC SESSION

TUESDAY, MAY 21, 2019

Trustees:

T. Lubinski, Chair
G. Tanuan, Vice-Chair
N. Crawford
M. Del Grande
M. Rizzo

Staff:

M. Caccamo
L. Di Marco

S. Tomaz, Recording Secretary

External Member:

N. Milanetti, Ontario Catholic School Trustees'
Association (OCSTA)

Call To Order

Trustee Tanuan declared a Point of Order regarding the convening of the meeting, based on the following Motion from the April 21, 2019 Sub-Committee Meeting.

The meeting is subject to Fr. Mark's and Brian O'Sullivan's availability.

The Chair ruled in favour of Trustee Tanuan's Point of Order.

Trustee Rizzo challenged the Chair.

Results of the Vote taken on the Chair's Ruling, as follows:

In Favour

Trustees Del Grande
Lubinski
Tanuan

Opposed

Crawford
Rizzo

The Chair's Ruling was declared

CARRIED

The meeting dissolved at 3:42 pm.

Next meeting is scheduled for June 11, 2019 at 5 pm.

SECRETARY

CHAIR



POLICY SECTION: ADMINISTRATION

SUB-SECTION:

POLICY NAME: WHISTLEBLOWER POLICY

POLICY NO: A. 39

Date Approved: September 20, 2018	Date of Next Review: September, 2023	Dates of Amendments:
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Cross References:

Education Act, 1990, s. 301, 302

Ontario Human Rights Code, 1990

Occupational Health and Safety Act

Municipal Freedom of Information and Protection of Privacy Act

Criminal Code of Canada

Ontario Code of Conduct

O. Reg. 521/01, Collection of Personal Information

Code of Conduct S.S.09

Conflict Resolution H.M.19,

Complaint Against a Staff Member H.M.30

Harassment and Discrimination Policy H.M.14 & Respectful Workplace Guidelines

Appendix

Whistleblower Policy Operational Procedure

Purpose:

The Toronto Catholic District School Board (TCDSB) will achieve effective utilization and protection of all of its resources through sound application and management of financial systems and internal controls. These objectives will be achieved by adherence to generally accepted accounting principles, sound business practices and applicable Provincial and Federal Statutes and Regulations. Management will maintain comprehensive operational procedures to guide and safeguard both the TCDSB Community and assets in its day to day operations.

Scope and Responsibility:

This policy applies to all internal and external stakeholders of the TCDSB Community. This includes all individuals or organizations engaged in education or



POLICY SECTION: ADMINISTRATION

SUB-SECTION:

POLICY NAME: WHISTLEBLOWER POLICY

POLICY NO: A. 39

other activities while in TCDSB facilities or representing the TCDSB. The Director of Education is responsible for this policy.

Alignment with MYSP:

Living Our Catholic values

Strengthening Public Confidence

Achieving Excellence in Governance

Inspiring and Motivating Employees

Policy:

The Toronto Catholic District School Board (TCDSB) is committed to safeguarding the public interest and trust in public education. All internal and external stakeholders for the TCDSB Community are expected to uphold the public trust and demonstrate integrity in all of their dealings.

This Policy supports that commitment by providing a framework for the disclosure and investigation of wrongdoing, as well as protection from reprisal or threat of reprisal for those who make disclosures of information.

The Policy is intended to encourage TCDSB stakeholders at all levels of the organization and others to act with integrity. All persons to whom this policy applies are expected to adhere to the procedures outlined in this policy when making a disclosure and during any subsequent investigation.



POLICY SECTION: ADMINISTRATION

SUB-SECTION:

POLICY NAME: WHISTLEBLOWER POLICY

POLICY NO: A. 39

Regulations:

1. Any act of alleged wrongdoing that is detected or suspected must be reported immediately and investigated in accordance with this policy as expeditiously as possible.
2. Any individual or employee who has knowledge of an occurrence of a wrongdoing, or has reason to suspect that a wrongdoing has occurred, has the right and obligation to report the occurrence using the channels of reporting provided under the various policies, procedures, and collective agreements. However, an individual or employee may choose to report the incident to a third party whistleblower hotline.
3. The third party whistleblower hotline will assess the nature of the reported alleged wrongdoing and redirect it to the appropriate authority for review and investigation, as required, based on criteria as set out in the Operational Procedure.
4. The TCDSB will provide information to ensure that internal and external stakeholders are familiar with the policy including a mechanism for concerned individuals to confidentially report actual or suspected instances of wrongdoing through a third party whistleblower hotline.
5. Provided there are reasonable grounds, the TCDSB shall investigate any and all incidents of suspected or alleged acts of wrongdoings. An objective and impartial investigation will be conducted regardless of the position, title, length of service, or relationship with the Board, of any party who becomes the subject of such investigation.



POLICY SECTION: ADMINISTRATION

SUB-SECTION:

POLICY NAME: WHISTLEBLOWER POLICY

POLICY NO: A. 39

6. The identity of the whistleblower shall remain confidential to the Director of Education, or designate, unless law enforcement obtains a court order compelling the Board to disclose the name of the whistleblower.
7. Responsibility for ensuring all reported allegations of wrongdoing are investigated rests with the Director of Education.
8. The Board shall make every effort to ensure that an individual or employee, who in good faith reports under this policy, is protected from harassment, retaliation or adverse employment or contract consequence.
9. An individual who retaliates against someone who has reported in good faith is subject to discipline, up to and including termination of employment or vendor/contractor services.
10. An individual or employee who makes an unsubstantiated report, which is knowingly false, frivolous, or made with vexatious or malicious intent, will be subject to discipline, up to and including termination of employment or vendor/contractor services.
11. No person shall willfully obstruct management or any others involved in an investigation of wrongdoing.
12. No person shall direct, counsel or cause in any manner any person to obstruct management or any others involved in an investigation of wrongdoing.
13. No person shall direct, counsel or cause in any manner any person to destroy, alter, falsify, or conceal a document or other thing they know or ought to know is likely relevant to an investigation of wrongdoing.



POLICY SECTION: ADMINISTRATION

SUB-SECTION:

POLICY NAME: WHISTLEBLOWER POLICY

POLICY NO: A. 39

14. When an alleged wrongdoing is confirmed by the investigation, appropriate action shall be taken, up to and including termination of employment and/or contract where appropriate.

15. In the event of criminal misconduct, the Police shall be notified immediately.

16. Annual budget provisions will be made to support compliance with the policy.



POLICY SECTION: ADMINISTRATION

SUB-SECTION:

POLICY NAME: WHISTLEBLOWER POLICY

POLICY NO: A. 39

Definitions:
Informant

An informant is a person who exposes misconduct, alleged dishonest or illegal activity occurring in an organization.

Wrongdoing

Wrongdoing may be classified collectively as illegal or inappropriate conduct, i.e. a violation of a law, rule, regulation and/or a direct threat to public interest, such as fraud, health and safety violations, and corruption.

Wrongdoing includes but is not limited to:

- Fraud as defined in the Criminal Code of Canada (s. 380 (1)).
- Misappropriation of funds, supplies, resources, or other assets.
- Any computer related activity involving the alteration, destruction, forgery, manipulation of data or unauthorized access for wrongdoing purposes, in violation of the TCDSB policy on Electronic Communication System-Acceptable Use (A.29)
- Irregular and/or improper accounting, internal controls, or auditing practices or conduct.
- Conflicts of interest (personal or otherwise) influencing the objectives and decision-making of one's duties.
- An actual or suspected violation or contravention of any federal or provincial law, regulation, TCDSB policies or administrative procedures as it relates to the TCDSB.
- Conduct or practices that present a danger to the health, safety, or well-being of the Board's students, employees, or other parties, where applicable.
- Unprofessional conduct or conduct that contravenes the following TCDSB policies: Conflict of Interest: Employees (H.M.31); Conflict of Interest: Trustees (T.01); Code of Conduct (SS.09).



POLICY SECTION: ADMINISTRATION

SUB-SECTION:

POLICY NAME: WHISTLEBLOWER POLICY

POLICY NO: A. 39

- Knowingly directing or counselling a person to commit a wrongdoing of illegal or inappropriate conduct.

The above list is not exhaustive but is intended to provide guidance to individuals as to the kind of conduct that constitutes wrongdoing under this policy.

Reprisal

A reprisal is any measure taken against an individual or employee who has reported wrongdoing that adversely affects his or her employment or appointment and includes but is not limited to:

- a. Ending or threatening to end an individual or employee's employment or appointment;
- b. Disciplining or suspending or threatening to discipline or suspend an individual or employee;
- c. Imposing or threatening to impose a penalty related to employment or appointment of an individual or employee; or
- d. Intimidating, coercing or harassing an individual or employee in relation to his or her employment or appointment.

Stakeholders

"Stakeholders" includes trustees, TCDSB employees, and the general public, including parents and students.

Third Party Whistleblower Hotline

An objective third party service offering a secure reporting tool and management system to support the Board's mandate to implement an ethics and compliance reporting (whistleblowing), policy and procedure. The certified ethics reporting service protects individuals' identities so they are more inclined to report alleged wrongdoing.



POLICY SECTION: ADMINISTRATION

SUB-SECTION:

POLICY NAME: WHISTLEBLOWER POLICY

POLICY NO: A. 39

Evaluation and Metrics:

The effectiveness of the policy will be determined by measuring the following:

1. A report of the number and classification of disclosures of information and substantiation of reports and concerns including themes regarding the concerns shall be provided to the Board and Audit Committee quarterly.
2. A survey will be distributed annually to TCDSB internal and external stakeholders to assess satisfaction with the Whistleblower policy and its operational procedures. The results of this survey will be reported to the

WHISTLEBLOWER POLICY (A.39)

OPERATIONAL PROCEDURE

This operational procedure supports the TCDSB's commitment to provide a framework for the disclosure and investigation of alleged wrongdoing to a third party whistleblower hotline as well as protection from reprisal or threat of reprisal for those who make disclosures of such information.

This operational procedure applies to all internal and external stakeholders of the TCDSB Community. This operational procedure extends to all individuals or organizations engaged in education or other activities while in TCDSB facilities or representing the TCDSB.

1. Reporting an Alleged Wrongdoing

- (a) Any individual who has knowledge of an occurrence of a wrongdoing, or has reason to suspect that an alleged wrongdoing has occurred may report to the third party whistleblower hotline.
- (b) The third party whistleblower hotline will assess the nature of the report of the alleged wrongdoing and redirect it to the appropriate authority for review and investigation, as required, based on the following criteria:
 - (i) Where a Trustee or employee of the Board is suspected of the alleged wrongdoing, the reported information will be provided to the Director of Education or designate.
 - (ii) Where the Director of Education is suspected of alleged wrongdoing, the reported information will be provided to the Chair of the Board, who will report to the entire Board of Trustees. The investigation will be conducted by a third party investigator and reported to the entire Board of Trustees.

- (c) The informant can report their concerns to the third party whistleblower hotline via email, fax, mail, or phone.
- (d) The third party whistleblower hotline will collect the information from the informant, creating a unique case file for each matter reported. The information will be assessed and forwarded as per the Board policy.

2. Investigation of Suspicions or Allegations of Wrongdoing

- (a) The Director of Education shall ensure that all instances of alleged wrongdoing are appropriately investigated and reported to the Audit Committee on a quarterly basis.
- (b) Investigations will be conducted in accordance with the appropriate Board policy.
- (c) The Director of Education, in consultation with the Board's legal counsel, may solicit the services of internal staff and/or external resources as appropriate.
- (d) Employees are expected to fully cooperate with management and any others involved in the investigation and make all reasonable efforts to be available to assist during the course of the investigation.
- (e) In the event that the investigation was conducted in good faith yet is not to the informant's satisfaction, he/she has the right to report the event to the appropriate legal or investigative agency. Any associated costs are the responsibility of the informant.
- (f) All participants in an investigation of an alleged wrongdoing, including persons who make a disclosure, witnesses, and the persons alleged to be responsible for wrongdoing, shall keep the details and results of the investigation confidential, and shall not discuss the matter with anyone other than those conducting the investigation. Any person who violates this confidentiality requirement will be subject to disciplinary measures up to and including suspension or termination.

3. Duty to Protect

- (a) The identities of all participants in an investigation of wrongdoing, including persons who make a disclosure, witnesses, and the persons alleged to be responsible for wrongdoing will be protected and remain confidential unless it is a criminal matter and must be reported to the appropriate authorities.
- (b) The identity of the informant shall remain confidential to those persons directly involved in applying this policy, unless the issue requires investigation by law enforcement, in which case members of the organization are subject to subpoena.

4. Duty to Report

- (a) In making a report, an individual or employee must be acting in good faith with reasonable grounds for believing that there is a grievous breach of a Board policy or federal or provincial law that relates to the safeguarding of the Board's assets as well as the Board's fiduciary responsibilities.
- (b) Any act of wrongdoing that is detected or alleged must be reported immediately and investigated in accordance with this policy as expeditiously as possible.

5. Prohibition Against Interfering with an Investigation

- (a) Any person who willfully obstructs management or any others involved in an investigation of alleged wrongdoing is subject to disciplinary measures including suspension or termination.
- (b) No person shall destroy, alter, falsify, or conceal a document or other thing they know or ought to know is likely relevant to an investigation of alleged wrongdoing.
- (c) Any person, who destroys, alters, falsifies, or conceals a document or other thing they know or ought to know is likely relevant to the

investigation of alleged wrongdoing is subject to disciplinary measures, including suspension or termination.

6. Prohibition Against Counseling Interference with an Investigation

- (a) Any individual who directs, counsels or causes in any manner any individual to obstruct management or any others involved in an investigation of alleged wrongdoing is subject to disciplinary measures, including suspension or termination.
- (b) Any individual who directs, counsels or causes in any manner any individual to destroy, alter, falsify, or conceal a document or other thing they know or ought to know is likely relevant to an investigation of alleged wrongdoing is subject to disciplinary measures, including suspension or termination.

7. Reporting Of A Complaint From An Individual Who Believes That They Have Suffered Or Are Suffering From Retaliation Or Reprisal

- (a) An individual who feels that they are suffering reprisal resulting from making a complaint of alleged wrongdoing should contact the Superintendent of Human Resources or Director of Education.
- (b) The Third party whistleblower hotline may also be contacted where the individual who feels that they have suffered reprisal is uncomfortable with reporting the matter through the process noted in 7(a).

8. Investigating A Complaint From An Individual Who Believes That They Have Suffered From Retaliation Or Reprisal

- (a) The complaint will be processed as per Board policies and procedures related to the disposition of complaints.
- (b) An individual or employee who retaliates against someone who has reported in good faith is subject to discipline, up to and including termination of employment or vendor/contractor services.



REPORT TO

REGULAR BOARD

RECOMMENDATION OF GOVERNANCE AND POLICY COMMITTEE TO UPDATE BULLYING PREVENTION AND INTERVENTION POLICY S.S.11

*Anyone who claims to be in the light but hates a brother or sister is still in the darkness.
1 John 2:9*

Created, Draft	First Tabling	Review
April 29, 2019	May 7, 2019	May 16, 2019

John Shain, Acting Superintendent of Safe Schools
Nadia Adragna, Principal Safe Schools Department

RECOMMENDATION REPORT

Vision:

At Toronto Catholic we transform the world through witness, faith, innovation and action.

Mission:

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Rory McGuckin
Director of Education

D. Koenig
Associate Director
of Academic Affairs

L. Noronha
Associate Director of Facilities,
Business and Community
Development, and
Chief Financial Officer

A. EXECUTIVE SUMMARY

This report recommends updates to the current Bullying Prevention and Intervention Policy S.S.11 to conform to current legislation, ensure equity and to reformat in meta policy format.

The cumulative staff time required to prepare this report was 10 hours

B. PURPOSE

This Recommendation Report is on the Order Paper of the Regular Board as it recommends a policy revision.

C. APPENDIX

Appendix A: Bullying Prevention and Intervention Policy S.S.11

D. COMMITTEE RECOMMENDATION

That the Board accept the recommendation of the Governance and Policy Committee and approve the Bullying Prevention and Intervention Policy S.S.11 as amended and proposed in Appendix A.



POLICY SECTION: SAFE SCHOOLS

SUB-SECTION:

POLICY NAME: Bullying Prevention and Intervention

POLICY NO: S.S. 11

Date Approved: January 23, 2008	Date of Next Review: September 2018	Dates of Amendments: April 4, 2013 September 5, 2013 November 19, 2015- Board
<p>Cross References:</p> <ul style="list-style-type: none"> • Education Act Part XIII, Behaviour, Discipline and Safety • Program/Policy Memorandum 144, 2012 Bullying Prevention and Intervention • Program/Policy Memorandum 145, 2012 Progressive Discipline and Promoting Positive Student Behaviour • Program/Policy Memorandum 128, The Provincial Code of Conduct and School Board Codes of Conduct • Policy/Program Memorandum 149, 2009 Protocol for Partnerships with External Agencies for Provision of Services by Regulated Health Professionals, Regulated Social Services Professionals, and Paraprofessionals • The Ontario Human Rights Code – Prohibited Grounds of Discrimination • H.M. 24 Catholic Equity and Inclusive Education Policy • S.S. 09 Code of Conduct Policy • S.S. 01 Suspension and Expulsion Policy • S.S. 10 Progressive Discipline Policy 		
Appendix A: Investigation and Reporting of Student Bully Behaviours		

Purpose:

This Policy affirms the need for students to feel safe, **included and welcomed** at school. A whole-school approach is required to raise awareness about inclusion, respect and bullying behaviours in order to provide strategies to intervene and prevent bullying for the ~~target~~ **victim**, the witnesses and bystanders, as well as the ~~perpetrator of~~ **student who engages in** bullying behaviours.



POLICY SECTION: SAFE SCHOOLS

SUB-SECTION:

POLICY NAME: Bullying Prevention and Intervention

POLICY NO: S.S. 11

A safe and positive learning environment is essential for student achievement and well-being, **and to** supporting students to reach their full potential.

Scope and Responsibility:

The policy extends to all students of the TCDSB and assigns specific duties to principals and employees of the board to ensure compliance with the policy and legislation. The Director of Education, the Superintendent of Safe Schools, and school Principals are responsible for this policy.

Alignment with MYSP:

Living Our Catholic Values

Strengthening Public Confidence

Fostering Student Achievement and Well-Being

Financial Impact:

~~The TCDSB Safe Schools Department provides professional learning for TCDSB staff, students and parents in a variety of ways. There would also be costs associated with services provided by external agencies~~

Legal Impact:

~~The Education Act requires school boards to develop goals for promoting a positive school climate that is inclusive and accepting of all students and for promoting the prevention of bullying. There may be liability that is associated with failure to provide appropriate prevention and intervention strategies to address bullying behaviours occurring at schools.~~



POLICY SECTION: SAFE SCHOOLS

SUB-SECTION:

POLICY NAME: Bullying Prevention and Intervention

POLICY NO: S.S. 11

Policy:

The Toronto Catholic District School Board is committed to providing safe, healthy, inclusive, equitable and Christ-centered learning environments that support student achievement and well-being. Bullying adversely affects a student's **well-being and** ability to learn. **Bullying also** ~~and~~ adversely affects the school climate, including healthy relationships. Bullying behaviour will not be accepted on school property, at school-related activities, on school buses, or in other circumstances **(e.g. online)**. ~~where engaging in Bullying behaviours that will have an impact on the school climate,~~ **including incidents occurring off school property and outside school hours, will not be accepted.** Bullying behaviours presented by students will be investigated and addressed promptly by the principal, and supports will be provided for the target(s) of bullying behaviours, the individual(s) responsible for the bullying behaviours, and the witnesses and bystanders of the bullying behaviour.

Regulations:

1. Each school in the TCDSB will have a Safe and Accepting Schools Team that will develop a local bullying awareness, prevention and intervention plan consistent with integrating local needs as part of its Safe Schools Plan. The Plan will be posted on each school's portal page.
2. Employees of the board must take seriously all allegations of bullying behaviour and act in a timely, sensitive and supportive manner when responding to students who disclose or report bullying incidents.
3. **Board employees who work directly with students must respond to any student behaviour that is likely to have a negative impact on the school climate if it is safe to do so. If board employees feel it is not safe to respond, they will be expected to inform the principal verbally as soon as possible.**



POLICY SECTION: SAFE SCHOOLS

SUB-SECTION:

POLICY NAME: Bullying Prevention and Intervention

POLICY NO: S.S. 11

4. Employees, bus drivers, third party service providers, and other individuals identified in the TCDSB Code of Conduct will report to the Principal, as soon as reasonably possible, if they become aware **that** of a student **at a school of the board** who may have engaged in bullying behaviour or any other activity for which suspension or expulsion must be considered. **The employee must consider the safety of others and the urgency of the situation in reporting the incident, but, in any case, must report it to the principal no later than the end of the school day. In cases where an immediate action is required, a verbal report to the principal may be made. A written report must be made when it is safe to do so. All employee reports made to the principal, including those made verbally, must be confirmed in writing using the The Safe Schools Incident Reporting Form-Part I must be completed and submitted to the principal by the end of the school day.**

5. The Principal **must investigate all reports submitted by board employees. The principal** will communicate the results of the investigation to the **teacher who made the report. If a board employee who is not a teacher made the report, the principal will communicate the results of the investigation to that employee if the principal considers it appropriate. In all cases, the principal will provide the employee who reported the incident with written acknowledgement using the Safe Schools Incident Reporting Form – Part II.** ~~employee who made the written report.~~
 Where the principal has taken action in response to the incident of bullying, a copy of Reporting Form-Part I and accompanying documentation will be filed in the student's OSR **as per the Ministry of Education requirement.**

6. Principals will investigate any report of bullying and will notify the parent/guardian of the student who was harmed and provide information about the **nature of the** activity that led to the harm, **the nature of the**



POLICY SECTION: SAFE SCHOOLS

SUB-SECTION:

POLICY NAME: Bullying Prevention and Intervention

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harm to the student and the steps taken to protect the student's safety. The principal will invite parents/ guardians to discuss the supports that will be provided for their child.

7. Principals will notify the parent/guardian of students who **perpetrated e n g a g e d i n** the bullying behaviours, and provide information about the **nature of the** activity that lead to the harm, the nature of the harm to the other student and the nature of any disciplinary measures taken in response to the activity. The principal will invite parents/guardians to discuss the supports that will be provided for their child.
8. **A principal shall not notify a parent of a student if, in the opinion of the principal, doing so would put the student at risk of harm from a parent of the student, such that notification is not in the student's best interest. When principals have decided not to notify the parents that their child was involved in a serious student incident, they must document the rationale for this decision and notify both the teacher who reported the incident and the appropriate supervisory officer of this decision. Principals should also refer students to board resource staff who, if needed, can make referrals to community-based service providers that can provide the appropriate type of confidential support.**

In circumstances where board employees have reason to believe that a student may be in need of protection, board employees must call a children's aid society according to the requirements of the Child, Youth and Family Services Act.

9. If dissatisfied with the supports in place by the principal in response to the complaint, parents are encouraged to contact the area superintendent. If the matter remains unresolved, parents may request that the superintendent inform and consult with the Associate Director or Director in order to reach a resolution.



POLICY SECTION: SAFE SCHOOLS

SUB-SECTION:

POLICY NAME: Bullying Prevention and Intervention

POLICY NO: S.S. 11

10. Consistent with progressive discipline approaches for correcting inappropriate behaviour, a principal shall consider suspension for a student who engages in bullying behaviours.

~~11. A student will be suspended pending possible expulsion for bullying behaviour if,~~ **Principals must suspend a student for bullying and consider referring that student for expulsion:**

- i. **Only if** ~~The pupil~~ **the student** has previously been suspended for bullying, and the ~~pupil's~~ **student's** continuing presence in the school creates, **in the principal's opinion,** an ~~unreasonable~~ **unacceptable** risk to the safety of another person.
- ii. **If** ~~The~~ **the** bullying was motivated by hate, prejudice or bias.

12. Principals must also suspend a student, and consider referring that student for expulsion for any activity considered for suspension [subsection 306 (1) of the Education Act] if the activity is motivated by bias, prejudice or hate based on race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation, gender identity, gender expression or any other similar factor (e.g. socio-economic status, appearance).

13. The principal will ensure resources, programs, intervention and other supports identified in the board bullying awareness and prevention plan are provided to students who have been bullied, students who have witnessed incidents of bullying (bystander) and students who have engaged in bullying behaviour to assist them in developing healthy relationships and practicing pro-social behaviours.

The programs, intervention and other supports will be provided by school-



POLICY SECTION: SAFE SCHOOLS

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POLICY NAME: Bullying Prevention and Intervention

POLICY NO: S.S. 11

based employees of the board, and may be provided by external, third party providers as per the TCDSB Protocol. **For students with special education needs, interventions, supports, and consequences must be consistent with the students' strengths and needs, as well as with the program goals and learning expectations documented in their Individual Education Plan (IEP).**

14. The Board will provide annual professional development programs to educate teachers and other school staff about bullying prevention strategies for promoting a positive, **safe, welcoming, and inclusive** school climate.
15. Schools will provide opportunities for students to participate in bullying prevention and leadership initiatives within their own school.
16. The Board will identify safe reporting procedures in bullying awareness, prevention and intervention plans that allow students, parents, guardians and other persons to report incidents of bullying to staff of a school in a way that minimizes the possibility of reprisal and that ensures incidents of bullying are addressed in a timely, sensitive and supportive manner.
17. Principals will support students who want to establish and lead activities ~~and organizations~~ that promote a safe and inclusive learning environment, the acceptance of and respect for others and the creation of a positive school climate. These activities and organizations may promote gender equity, anti-racism, an understanding and respect for people with disabilities, or an understanding and respect for people of all sexual orientations and gender identities. The activity ~~or organization~~ must promote a positive school climate that is inclusive and accepting of all students, and must be consistent with Catholic social teachings and the expectations of the Code of Conduct.



POLICY SECTION: SAFE SCHOOLS

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POLICY NAME: Bullying Prevention and Intervention

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18. Anonymous surveys will be conducted at least once every two years to collect information from students, staff, parents/guardians in order to develop strategies and initiatives that promote a positive school climate and the prevention of bullying.

19. The TCDSB will proclaim the week beginning on the third Sunday in November ~~in~~ **of** each year as Bullying Awareness and Prevention Week.

Definitions:

Bullying

Aggressive and typically repeated behaviour (physical, verbal, electronic, written or other means) by a student where,

- a) the behaviour is intended by the student to have the effect of, or the student ought to know that the behaviour would ~~be~~ likely to have the effect of,
 - i. causing harm, fear or distress to another individual, including physical, psychological, social or academic harm, harm to the individual's reputation or harm to the individual's property, or
 - ii. creating a negative environment at a school for another individual, and;
- b) the behaviour occurs in a context where there is a real or perceived power imbalance between the student and the individual based on factors such as size, strength, age, intelligence, peer group power, economic status, social status, religion, ethnic origin, sexual orientation, family circumstances, gender, gender identity, gender expression, race, disability or the receipt of special education.



POLICY SECTION: SAFE SCHOOLS

SUB-SECTION:

POLICY NAME: Bullying Prevention and Intervention

POLICY NO: S.S. 11

Cyber-bullying

This is a form of bullying that occurs through the use of technology, including the use of a computer, cellular phone or other electronic devices, using instant/text messaging, social networks, e-mail, websites or any other electronic **means** activities, and involves:

- a) creating a web page or blog in which the creator assumes the identity of another person;
- b) impersonating another person as the author of content or messages posted on the internet; and
- c) communicating material electronically to more than one individual or posting material on a website that may be accessed by one or more individuals.

Safe and Accepting School Teams

Each school must have in place a safe and accepting schools team responsible for fostering a safe, inclusive and accepting school climate. The team must include at least one parent, one teacher, one non-teaching staff member, one community partner, and the principal. The team should include at least one student. The Chairperson of this team must be a staff member.

At TCDSB, members of the safe and accepting school teams will have opportunities to meet, provide input into discussions, review data from the student surveys, and provide advice to the principal about school safety and Ministry of Education initiatives related to school climate and safety.

School Climate

The school climate may be defined as the learning environment and relationships found within a school and school community. A positive school climate exists when all members of the school community feel safe, included, and accepted, and actively promote positive behaviours and interactions.



POLICY SECTION: SAFE SCHOOLS

SUB-SECTION:

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POLICY NO: S.S. 11

Evaluation and Metrics:

The effectiveness of the policy will be determined by measuring the following:

1. Annual Safe School Climate surveys administered to representative groups of TCDSB students.
2. Anonymous school climate surveys conducted with parents and staff at least every two years.
3. Analysis of Safe Schools Data **as reported in the Safe Schools Annual Report.** ~~:Reporting Forms Part I, Progressive Discipline Incident Logs, Suspensions and Expulsions.~~



TORONTO CATHOLIC DISTRICT SCHOOL BOARD

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☐ Private Session

☐ Three (3)

Minutes

Name	Paolo De Buono
Committee	Student Achievement and Well-Being Catholic Education Human Resources
Date of Presentation	5/28/2019
Topic of Presentation	Improving Inclusiveness for the TCDSB's LGBT Students
Topic or Issue	Improving inclusiveness for the TCDSB's LBGT students is a key component for their achievement & well-being as students for the benefit of all TCDSB stakeholders.
Details	The presentation will focus on how there can be improvements in the TCDSB's communication at all levels & in the training of its professional staff to improve inclusiveness of LGBT students.
Action Requested	- Improved communication (examples to be presented) - Improved training for professional staff (suggestions to be presented)
< R> I am here as a delegate to speak only on my own behalf	{ 1) I am here as a delegation to speak only on my own behalf }
I am an official representative of the Catholic School Parent Committee (CSPC)	No
I am an official representative of student government	
I am here as a spokesperson for another group or organization	
I have read, understand and agree to comply with the rules for Delegations as per the TCDSB Delegations Policy T.14.	I Agree
Submittal Date	4/24/2019

Improving Inclusiveness for the TCDSB's LGBT Students

Summary of My Delegation at the May 28, 2019 Regular Meeting of the TCDSB's Student Achievement and Well Being, Catholic Education and Human Resources Committee

Inclusiveness is directly linked to student achievement and well being, and inclusiveness is directly linked to Catholicity. These links to student achievement, student well being, and Catholicity are consistent with the selection of We Belong as the Catholic education focus of the Toronto Catholic District School Board ("TCDSB") for the 2018-2019 school year.

Lesbian, gay, bisexual, and transgender ("LGBT") students are recognized as a protected group in the Canadian Charter of Rights and Freedoms and Ontario's Human Rights Act. The Education Act directs school boards to promote a positive school climate that is inclusive and accepting of all pupils, including specifically LGBT students. I understand that there is a general belief by some in the Catholic community that there is a Catholic exception to LGBT-related language in the Charter, Human Rights Act, and Education Act with respect to students. Despite much effort in searching for what is publicly and readily available for me as a Catholic educator, I have not found a Catholic exception to the obligation to be inclusive and accepting of LGBT students in Catholic schools. In contrast, there are many publicly and readily available documents and examples which support the Catholicity of deliberate inclusion of LGBT students in Catholic schools, not limited to the example of Jesus in the Gospels and of the intention of Catholic social justice. Good Catholic education policy can be written. Absent any clearly written Catholic education policy to the contrary, Catholic educators are obligated professionally and religiously to be inclusive and accepting of LGBT students in Catholic schools.

The TCDSB's communication about our LGBT students is not as inclusive as it could be. There are examples available on social media such as Twitter that the TCDSB's Senior

Management Team (“SMT”), in comparison to school and system superintendents at the Toronto District School Board (“TDSB”), is not using language or terms that are deliberately inclusive of LGBT students. For example, combining all Twitter-active SMT members in a search using LGBT-related search terms (specifically: homophobia, homophobic, biphobia, biphobic, transphobia, and transphobic), from September 4, 2018 to May 26, 2019, during this We Belong school year, the result was zero; in contrast, in a similar search involving the TDSB’s supervisory officers, there were several examples of social media being used to share messages that were deliberately inclusive of LGBT students. On April 10, 2019, the International Day of Pink (a day recognized internationally to raise awareness to stop homophobia), the main TDSB Twitter account in a related tweet referred specifically to homophobia and that “all students belong;” in contrast, the main TCDSB Twitter account avoided LGBT-inclusive terms in a related tweet. TCDSB SMT members on April 10, 2019 had “anti-bullying” messages on the International Day of Pink, but avoided terms such as homophobia. Further, my own search of board-wide emails from SMT members shows zero emails that are deliberately inclusive of LGBT students. Also, my attendance at a TCDSB-sponsored equity conference on student success in November 2018 included two main presentations which included no deliberate references about LGBT students.

In contrast to the zero examples of messages that were deliberately inclusive of LGBT students, there are many examples of deliberately inclusive messages from the SMT through social media and board-wide emails in other areas of equity such as race, ancestry, place of origin, colour, ethnic origin, gender, and disability.

This inclusiveness gap, comparing the lack of SMT messages about LGBT students with the many SMT messages about students identifying with other equity areas, leaves the possibility for our LGBT students, who are statistically at risk in the areas of student well being and student achievement, that they may interpret the message of We Belong as not fully inclusive of them. Such an interpretation is harmful to everyone. We must be more deliberately inclusive of our LGBT students. Communication inclusive of our LGBT students is most effective from the SMT level. These are some suggestions for the SMT to adopt more inclusive language and actions to improve inclusiveness for our LGBT students:

- Include inclusive terms about LGBT students in social media, emails, speeches at board/school events, and in principal meetings.

- Associate inclusion of LGBT students, including addressing homophobia, with Catholicity, such as in adopting board-wide Catholicity goals and when assisting schools in adopting school-wide Catholicity goals.
- Focus on specific days (such as the International Day of Pink) for deliberate system-wide inclusive messages about LGBT students.
- Invite speakers for training purposes for SMT members and principals on improving inclusiveness (particularly as it relates to obligations under the Education Act regarding bullying and school climate).
- Attend GSA meetings at schools and release related messages on social media.



we belong

Improving Inclusiveness for the TCDSB's LGBT Students

we **BELONG**

- Inclusiveness is directly linked to student achievement and well being.
- Inclusiveness is directly linked to Catholicity.
- LGBT students are recognized as a protected group in our most fundamental laws including the Education Act. There is no Catholic exception.

TDSB

TCDSB

Senior Team Leadership Directory 2018-2019

The screenshot shows the TCDSB website with a red header. The main navigation bar includes links for Board, Schools, Programs And Services, News, Calendar, Students, and Parents. A breadcrumb trail reads: Board > TCDSB Administration > Administrative Offices > School Superintendents. The page title is "School Superintendents". Below the title is a list of links for Area 1 through Area 8, and a link for "Map of Superintendent Areas". A PDF icon is next to the link "Superintendent Areas 2016-17".

Find A School Sitemap Question

Toronto Catholic District School Board
Transforming the world through witness, faith, innovation & action

Keyword Search

Board Schools Programs And Services News Calendar Students Parents

Board > TCDSB Administration > Administrative Offices > School Superintendents

ntendents >

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School Superintendents

| [Area 1](#) | [Area 2](#) | [Area 3](#) | [Area 4](#) | [Area 5](#) | [Area 6](#) | [Area 7](#) | [Area 8](#) | [Area 9](#)

Map of Superintendent Areas
 [Superintendent Areas 2016-17](#)



Advanced search

Words

All of these words

This exact phrase

Any of these words

homophobia homophobic biphobia biphobic transphobia transphobic

None of these words

These hashtags

Written in

All languages



People

From these accounts

@tdsb [REDACTED]

To these accounts

Mentioning these accounts

Places

Near this place



Add location

Dates

From this date

2018-09-04

to

2019-05-26

Search

homophobia OR homophobic OR biphobia OR biphobic OR transphobia OR transphobic f...

[Top](#) [Latest](#) [People](#) [Photos](#) [Videos](#) [News](#) [Broadcasts](#)

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From anyone

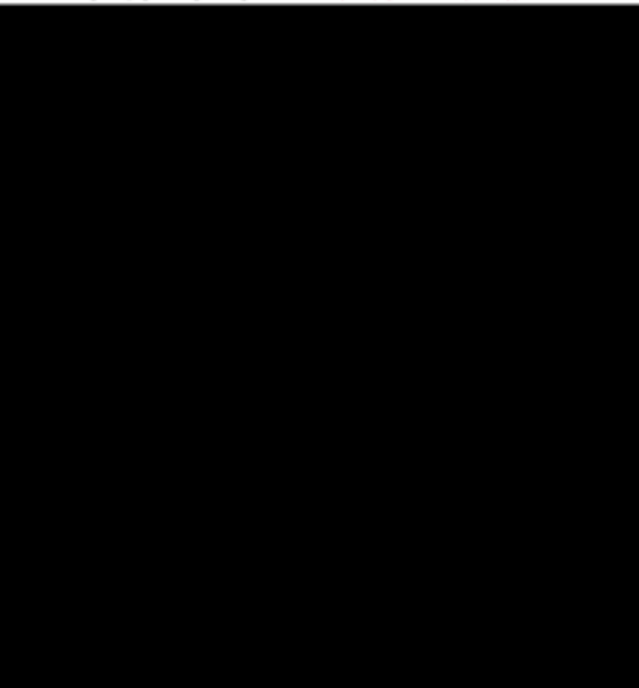
Anywhere

All languages

Quality filter on

[Advanced search](#)

Who to follow · [Refresh](#) · [View all](#)



 **Find people you know**
Import your contacts from Gmail

[Connect other address books](#)

  Retweeted

 **Toronto DSB**  @tdsb · May 17

Today, we recognize the International Day Against **Homophobia**, **Transphobia** and **Biphobia** as we work to bring awareness and stand up for inclusion and diversity to ensure everyone is made to feel welcome.

 3  84  196 

  Retweeted

 **John Malloy** @malloy_john · May 17

Today is the International Day Against **Homophobia**, **Transphobia** and **Biphobia**. At the [#tdsb](#), we strive to create a safe space for our LGBTQ2 community to feel welcome and achieve a sense of belonging and acceptance. [#IDAHOTB](#) [#tdsbdirector](#)

Toronto DSB  @tdsb

Today, we recognize the International Day Against Homophobia, Transphobia and Biphobia as we work to bring awareness and stand up for inclusion and diversity to ensure everyone is made to feel welcome.

 1  27  80 

 **Jeewan C** @jeewanc · Apr 20

The people who are targeted by racism, **homophobia**, heterosexism and gender bias are not responsible for initiating these convos and building the tables where they should be happening. We have to be able to choose courage over comfort.

 3  5  24 

[Show this thread](#)

  Retweeted

 **John Malloy** @malloy_john · Apr 10

Today, [#tdsb](#) staff & students wear pink in support of diversity and to raise awareness to stop discrimination, gender-based bullying, **homophobia**, and **transphobia**. We must work together to end bullying. [#tdsbdirector](#) [#TDSBPink](#) [#DayofPink](#)



Advanced search

Words

All of these words

This exact phrase

Any of these words

homophobia homophobic biphobia biphobic transphobia transphobic

None of these words

These hashtags

Written in

All languages



People

From these accounts

@tcdsb

To these accounts

Mentioning these accounts

Places

Near this place



Add location

Dates

From this date

2018-09-04

to

2019-05-26

Search



homophobia OR homophobic OR biphobia OR biphobic OR transphobia OR transphobic f...

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From anyone

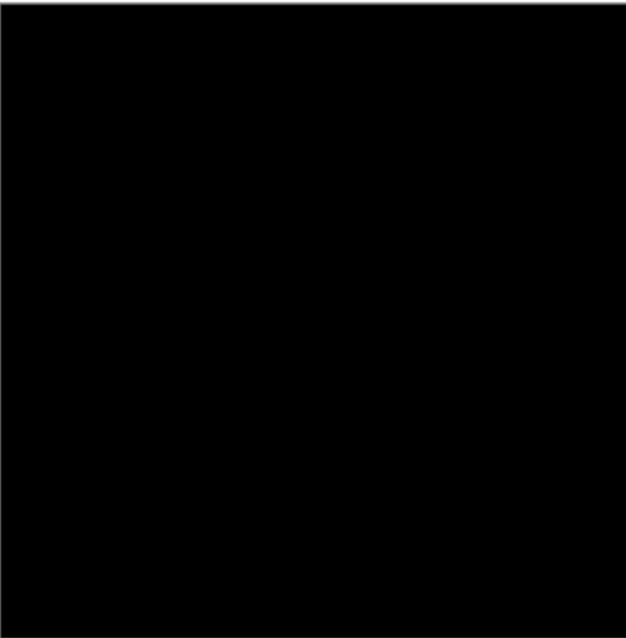
Anywhere

All languages

Quality filter on

Advanced search

Who to follow · [Refresh](#) · [View all](#)



Find people you know

Import your contacts from Gmail

[Connect other address books](#)

**No results for homophobia OR homophobic
OR biphobia OR biphobic OR transphobia OR
transphobic from:tcdsb OR from:**

since:2018-09-04 until:2019-05-26

Sorry, we didn't find any results.

You could also try removing filters or [clear all filters](#).

International Day of Pink (April 10, 2019)

TDSB



TCDSB



we BELONG

- Our communication about our LGBT students is not as inclusive as it could be.
- We may be sending the following message:
“We belong, but they don’t.”
- The Senior Management Team and Communications should lead in sharing LGBT-inclusive communication.

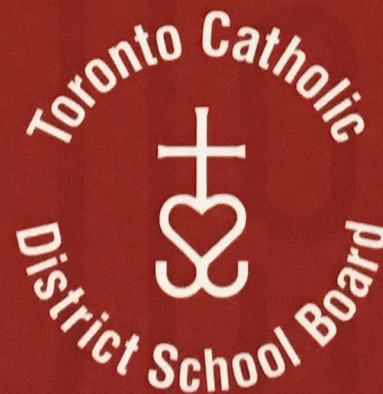
ROOTED IN CHRIST

“Live your lives in him, rooted and built up in him and established in the faith, abounding in thanksgiving.” – Colossians, 2:6-7

we
BELONG

we
BELIEVE

we
BECOME



2018-2021



TORONTO CATHOLIC DISTRICT SCHOOL BOARD

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☐ Public Session

☐ Private Session

☐ Three (3)

Minutes

Name	Emily De Decker
Committee	Student Achievement and Well-Being Catholic Education Human Resources
Date of Presentation	5/28/2019
Topic of Presentation	Code of Conduct wording on Respect
Topic or Issue	Amendments to the Code of Conduct Standards of Behaviour
Details	Amendments to the Code of Conduct Standards of Behaviour to ensure Catholic values are protected
Action Requested	Request Trustees vote against adding “gender identity,” “gender expression,” “marital status,” and “family status,” in the Code of Conduct

I am here as a delegate to speak only on my own behalf	{ 1) I am here as a delegation to speak only on my own behalf }
I am an official representative of the Catholic School Parent Committee (CSPC)	
I am an official representative of student government	
I am here as a spokesperson for another group or organization	
I have read, understand and agree to comply with the rules for Delegations as per the TCDSB Delegations Policy T.14.	I Agree
Submittal Date	5/28/2019

Emily De Decker
Code of Conduct Editions
Student Achievement and Well Being Committee Meeting
May 28, 2019

Good evening Director, Trustees, staff, members and guests of the board. As a parent, I am alarmed by this proposal to add the words, "gender identity," "gender expression," "marital status," and "family status," to the prohibited grounds of discrimination contained in the Board's Code of Conduct.

Some will support adding the terms "gender identity" and "gender expression" to protect students from being bullied. Of course we agree that there should be no bullying of students, especially based on sexual attraction, or feelings of gender dysphoria. But adding those terms is not really necessary since the policy already includes "gender" and "sexual orientation".

And there are good reasons to oppose their inclusion, namely that Pope Francis has spoken out strongly against allowing Catholic schools to adopt and teach what he calls the "ideology" of gender instead of the Genesis teaching that God created two sexes, male and female.

In *Amoris Laetitia*, Pope Francis decried the "ideology of gender" being imposed on children at school, and urged that young people "need to be helped to accept their own body as it was created" [para 285].

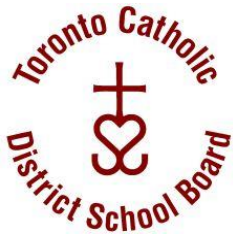
And again in a 2016 speech, "You, Irina, mentioned a great enemy to marriage today: the theory of gender. Today there is a world war to destroy marriage. Today there are ideological colonizations which destroy, not with weapons, but with ideas. Therefore, there is a need to defend ourselves from ideological colonizations."

How do we properly defend ourselves in this particular case?

By opposing the addition of these terms which relate to gender ideology. Something that could be threatened by the addition of these four terms is that the board could be pushed to allow the hiring of teachers and staff living outside of heterosexual marriage, or who may participate in any variety of gender expressions, which remain inconsistent with the teachings of the faith, and the expectations of Catholic parents.

The Supreme Court has ruled that Catholic schools have the right to demand that teachers follow the prescriptions of the faith concerning marriage in *Caldwell v. Stuart* (1984).

To sum up, I believe that from a Catholic point of view, the addition of these terms should not be supported by the Board. I respectfully request Trustees not to vote to add them in, when the Code of Conduct comes up for a vote.



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 Minutes

Name	Iola Fortino	
Committee	Student Achievement and Well-Being Catholic Education Human Resources	
Date of Presentation	05/28/2019	
Topic of Presentation	Action item Adding gender identity, gender expression, marital status family status to the list of prohibited grounds of discrimination in its Code of Conduct"	
Topic or Issue	Opposing the above noted secular action item It is in Opposition to Catholic Teachings	
Details	To be Discussed	
Action Requested	That this action item/ proposal not even be considered as a motion by the Catholic School Trustees, that it be defeated at the outset	
I am here as a delegate to speak only on my own behalf	{ 1) I am here as a de egation to speak only on my own behalf }	
I am an official representative of the Catholic School Parent Committee (CSPC)		
I am an official representative of student government		
I am here as a spokesperson for another group or organization		
I have read, understand and agree to comply with the rules for Delegations as per the TCDSB Delegations Policy T.14.	I Agree	
Submittal Date	5/27/2019	



TORONTO CATHOLIC DISTRICT SCHOOL BOARD

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☐ Three (3)
 Minutes

Name	Ina Rocha	
Committee	Student Achievement and Well-Being Catholic Education Human Resources	
Date of Presentation	5/28/2019	
Topic of Presentation	Changes to the Code of Conduct Policy	
Topic or Issue	Adding terms of non-discrimination to the policy	
Details	Adding terms "gender identity" "gender expression" "family status" and "marital status" to the policy	
Action Requested	Requesting board to voter against adding the terms to the policy	
I am here as a delegate to speak only on my own behalf	{ 1) I am here as a delegation to speak only on my own behalf }	
I am an official representative of the Catholic School Parent Committee (CSPC)		
I am an official representative of student government		
I am here as a spokesperson for another group or organization		
I have read, understand and agree to comply with the rules for Delegations as per the TCDSB Delegations Policy T.14.	I Agree	
Submittal Date	5/27/2019	

Trustees, staff, parents and guests, my name is Ina Rocha and I am a parent in Ward 8. I am here tonight to request that the board NOT amend its Code of Conduct to include four new words, “gender identity,” “gender expression,” “marital status,” and “family status.”

These terms cannot be applied without interfering with the distinctive nature of Catholic schools. Since the Constitution guarantees the denominational rights of Catholic schools, I remind all Trustees that they are Constitutionally protected when they decide that a policy is unsuitable for Catholic schools.

The terms “gender identity” and “gender expression” express the idea that people can choose a gender that may not match their biology. This school of thought Pope Francis calls “gender ideology.” The Pope has spoken out repeatedly against both the problem of what he calls gender ideology infiltrating schools as well as against same sex marriage. In a speech to the Polish bishops he gave in 2016 he said:

“In Europe, America, Latin America, Africa, and in some countries of Asia, there are genuine forms of ideological colonization taking place. And one of these - I will call it clearly by its name - is [the ideology of] ‘gender’. Today children - children! - are taught in school that everyone can choose his or her sex. Why are they teaching this? Because the books are provided by the persons and institutions that give you money. These forms of ideological colonization are also supported by influential countries. And this is terrible!”

It should be noted that scientists such as the neuroscientist Dr. Debra Soh, support Francis’ binary view of sexuality. In a recent op-ed in the *Globe and Mail* she wrote about Ontario’s sex ed curriculum “A curriculum that teaches gender fluidity is misleading and will impair a child’s ability to have an accurate understanding of the world.” [Soh, D. (2018, July 16) “Ontario’s sex-ed backlash isn’t about children’s safety, *Globe and Mail*]

About same sex marriage Pope Francis has said, “This mission which is entrusted to them, is all the more important inasmuch as the image of the family — as God wills it, composed of one man and one woman in view of the good of the spouses and also of the procreation and upbringing of children — is deformed through powerful adverse projects supported by ideological trends.” [Address to Équipes de Notre Dame, September 10, 2015].

As a parent I would object to adding language to the Code that might be perceived to shelter staff and teachers living in relationships or pursuing gender changes that are contrary to the teachings of the faith.

Trustees, I know that protecting children from the insidious effects of ideological colonization as Pope Francis requests, as well as preserving the Catholic nature of our schools are both things you take seriously. I hope to see evidence that of that in your votes not to add these four terms to the Code of Conduct, when the Code of Conduct comes to a vote.

Thank you for your attention.



TORONTO CATHOLIC DISTRICT SCHOOL BOARD

DELEGATION REGISTRATION FORM FOR STANDING OR OTHER COMMITTEES

**PLEASE BE ADVISED THAT ALL STANDING
COMMITTEE MEETINGS ARE BEING RECORDED**

For Board Use
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Delegation No. _____

☐ Public Session
☐ Private Session
☐ Three (3)
Minutes

Name	Elio Freitas
Committee	Student Achievement and Well-Being Catholic Education Human Resources
Date of Presentation	5/28/2019
Topic of Presentation	Changes to the Code of Conduct Policy
Topic or Issue	Adding terms to the Code of Conduct Policy
Details	Adding terms "gender identity" "gender expression" "family status" and "marital status" to the policy
Action Requested	Requesting Board not add the proposed terms to the Policy
I am here as a delegate to speak only on my own behalf	{ 1) I am here as a delegation to speak only on my own behalf }
I am an official representative of the Catholic School Parent Committee (CS C)	No Dante Alighieri
I am an official representative of student government	
I am here as a spokesperson for another group or organization	
I have read, understand and agree to comply with the rules for Delegations as per the TCDSB Delegations Policy T.14.	I Agree
Submittal Date	5/27/2019

Student Achievement Committee, May 28, 2019

Parent delegate, Elio Freitas

Trustees, Director, staff, and members of the TCDSB community, my name is Elio Freitas and I am a parent with children in the board in Ward 10. I understand that the board has been considering adding new categories to the list of prohibited grounds of discrimination in its Code of Conduct. The proposed additions are, "gender identity," "gender expression," "marital status" and "family status."

I have a problem with this, as I see a direct conflict between the teaching about gender embodied in the terms "gender identity" and "gender expression" and what the Catholic faith teaches about sex and gender.

To say that someone can adopt a gender identity implies that gender can be chosen and molded at will. Pope Francis has spoken out against this view of gender in his encyclical *Laudato Si*.

I have a quote to read from that document, a rather long one, but please bear with me.

"Pope Benedict XVI spoke of an 'ecology of man', based on the fact that 'man too has a nature that he must respect and that he cannot manipulate at will'... Learning to accept our body, to care for it and to respect its fullest meaning, is an essential element of any genuine human ecology. Also, valuing one's own body in its femininity or masculinity is necessary if I am going to be able to recognize myself in an encounter with someone who is different. In this way we can joyfully accept the specific gifts of another man or woman, the work of God the Creator, and find mutual enrichment. It is not a healthy attitude which would seek to cancel out sexual difference because it no longer knows how to confront it." [No. 155]

To insert the terms gender identity and gender expression into the Code of Conduct seems dangerous to me because it implies approval of a teaching about gender which Catholics cannot approve.

Moreover the law protects Catholic schools from being forced into saying things they should not say.

The Supreme Court has ruled that that public authorities must respect the denominational aspect of Catholic schools, in the recent case *Loyola v. Quebec*, (2015), saying:

A secular state does not — and cannot — interfere with the beliefs or practices of a religious group unless they conflict with or harm overriding public interests. A secular state respects religious differences, it does not seek to extinguish them (para. 43).

Trustees, please vote against the addition of these four terms to the Board's Code of Conduct. Our students are already protected in the current policy from maltreatment based on their gender or sexual orientation. No more is needed. Remember that our schools need to have policies that reflect our Catholic lens through which we see the world.