



## Responding to Hate or Bias Motivated Incidents Involving or Impacting Students

Adopted:

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Next School Board Review: 2025-2026

Accountability Policies & Procedures

II-45 Equivocal and Inclusive Education

VI-54 Equity and Inclusive Education

II- Bullying Prevention and Intervention

II-39 Progressive Discipline and Safety in Schools

VI-44 Progressive Discipline and Safety in Schools

III-16 Workplace Discrimination and Harassment

VI- Complaints Resolution Process – Workplace Discrimination/Harassment/Violence

VI-63 General Meetings

### Purpose

To provide a consistent, fair and transparent process for responding to, reporting, documenting, remedying and preventing hate or bias motivated incidents impacting students of the Huron Catholic District School Board (HCDSB).

### Application and Scope

This procedure applies to hate or bias motivated

incidents that occur on school property, at school-related activities, on student transportation, in virtual spaces, on social media, or any forum that harms student well-being or the school climate.

Incidents impacting staff in the workplace will be addressed per HCDSB Policy III-16 Workplace Discrimination and Harassment.

### References

Anti-Racism Act, 2017

Equity and Inclusive Education in Ontario Schools

[Halton Regional Police Services](#)  
[Halton Regional Police – School Board Partners](#)  
[Ontario’s Education Equity Action Plan](#)

[Occupational Health & Safety Amendment Act](#)

[Municipal Freedom of Information and Protection of Privacy Act](#)  
[Beliefs & Discrimination: Responding with Faith, Hope and Love](#)  
[HCD SB Code of Conduct/Standards of Behaviour](#)

## Definitions

**Ableism** – attitudes in society that devalue and limit the potential of persons with disabilities. Persons with disabilities are assumed to be less worthy of respect and consideration, less able to contribute and take part, and of less value than other people. Ableism can be conscious or unconscious and is embedded in institutions, systems or the broader culture of a society.

**Anti-Black Racism** – policies and practices rooted in institutions such as education, health care and justice that mirror and reinforce beliefs, attitudes, prejudices, structures and/or discrimination towards people of African descent.

**Anti-Indigenism** – ongoing race-based discrimination, negative stereotyping, and injustice perpetuate inequitable outcomes that stem from the legacy of colonial policies and practices in Canada.

**Anti-Semitism** – an active and consistent process of change to eliminate individual, institutional and systemic racism.

**Anti-Semitism** – latent or overt hostility or hatred directed towards, or discrimination against, individuals or groups based on their religion, ethnicity, and their cultural, historical, intellectual, and religious heritage.

**Discrimination** – treating individuals unfairly or unequally based on their race, gender identity, sexual orientation, age, or other ground protected by the Ontario Human Rights Code. Discrimination does not need to be intentional or purposeful. The focus of Discrimination is on the effect, not the purpose or intent of the differential impact.

**Hate or Bias Motivated Crime** - refers to criminal incidents that are motivated or motivated by hatred toward identifiable groups. According to the Criminal Code of Canada such groups are distinguishable by race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation, or gender identity or expression, or on any other similar factor. Incidents may include hate-filled graffiti, criminal harassment, or threats to cause injury or death. Hateful speech delivered on social media, in posters and other literature may also be hate-motivated if the communication is directed at a

group and actively promotes hatred against the group. In accordance with the Halton Regional Police - School Board Protocol, the police determine when laid.

**Hate or Bias Motivated Incident** is a non-criminal action (does not involve violence, threats or

hate and or bias based on membership in a Gender Protected ground such as race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, age, disability, sexual orientation, sex, gender identity, gender expression, family status, marital status or socio-economic status. The conduct can be verbal or non-verbal and may include jokes, innuendos, pictures, teasing, ridiculing, etc.

**Homophobia** is the or of behaviours stereotyped as 'homosexual'.

**Intersectionality** – the way in which people's lives are shaped by their multiple and overlapping identities and social locations, which together can create additional barriers, opportunities and/or power imbalances for that individual or group.

**Islamophobia** – includes racism, stereotypes, prejudice, fear or acts of hostility directed towards Muslims in general.

**Discrimination** is the Code prohibits actions that discriminate against people based on a protected ground in a protected social area. Some of the protected grounds include race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, disability, sexual orientation, sex, gender identity, gender expression, family status, marital status.

**Racialized** –





... will connect with the class teacher(s) of the impacted and witnessing students to enquire what additional supports may be required on an ongoing basis.

... concerns regarding student needs with

School Administration.

### STEP 3: Document and Ensure Accountability

#### Incidents Involving Staff Member(s) to Student(s)

In accordance with any other reporting obligations, when a staff member witnesses or becomes aware of a hate or bias motivated incident involving a student and a staff member, the staff member must report the incident to their School Administration immediately.

Human Resources will inform School Administration in the required next steps.

If a Vice-Principal is involved in the incident, staff must inform the School Principal. If a Principal

Superintendent.

The Principal or the Family of Schools Superintendent will inform Human Resources.

#### Incidents Involving Student(s) to Student(s)

Any HCD SB employee (i.e., permanent, contract or occasional) who witnesses or becomes aware of a hate-based incident between/among students must report the incident in writing through the *Safe Schools Incident Reporting Form Part One* and inform their School Administrator and/or Supervisor.

The Family of Schools Superintendent and/or Supervising Superintendent must inform the Director of Education and the Principal. Offenders must be identified and reported to the incident.

Any HCD SB employee who witnesses or becomes aware of a hate or bias motivated incident involving a student must report the incident immediately to the Director of

School Administration will determine appropriate actions in accordance with Policy II-39 Progressive Discipline and Safety in Schools and Administrative Procedure VI-4.4 Progressive Discipline and Safety in Schools.

#### Allowed for All Reported Incidents

For any reported incident, the investigation will

- o What happened – *reconstruction of the incident*
- o When it happened – *date and time of the incident*
- o Where it happened
- o Participant accounts
- o Witness accounts, where available
- o Collect any pertinent physical evidence (e.g., picture, recording, email, etc.)





or inconclusive. If the matter is substantiated, the impacted student will have confirmation that appropriate remedial actions will be implemented.

If the student or their parents/guardians believe the incident has not been adequately addressed by the School Administration, they may request that the Family of Schools Superintendent be notified.

The actions taken in response to the incident will be reviewed and a written response regarding the progress to date or next steps will be provided to the student and parent/guardian within 10 business days.

If the student or their parents/guardians believe the incident has not been adequately addressed by the Family of Schools Superintendent, it will be reported to the Director of Education.

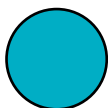
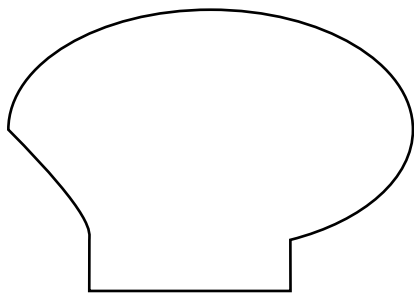
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#### **STEP 4: Reflect and Restore**

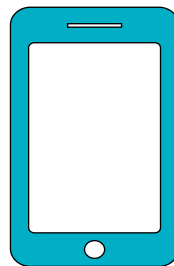
The School Administration, Family of Schools Superintendent




# Reporting Hate or Bias Motivated Incidents



Tell a trusted adult (at school  
CYC, Chaplain, etc.)



## Responding to Hate or Bias Motivated Incidents Impacting Students



I am an HCDSB  
staff member