



## **TERMS AND DEFINITIONS**

**ACCOMMODATION:** An adjustment to policies, programs, guidelines or practices, including adjustments to physical settings and various types of criteria, that enables individuals to benefit from and take part in the provision of services equally; to participate equally and perform to the best of their ability in the workplace or an educational setting. Accommodations are provided so that individuals are not disadvantaged or discriminated against on the basis of the prohibited grounds of discrimination identified in the Ontario Human Rights Code or other similar grounds.

**BARRIER:** An obstacle to equity that may be overt or subtle, intended or unintended, and systematic or specific to an individual or group, and that prevents or limits access to opportunities, benefits, or advantages that are available to other members of society.

**BIAS:** An opinion, preference, prejudice, or inclination that limits an individual's or a group's ability to make fair, objective or accurate judgments.

**DISCRIMINATION:** Unfair or prejudicial treatment of individuals or groups on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, gender, gender orientation, age, marital status or disability as set out in the Ontario Human Rights Code, or on the basis of other similar factors.

**DIVERSITY:** The presence of a wide range of human qualities and attributes within a group, organization, or society.

**EQUITY:** A condition or state of fair, inclusive and respectful treatment of all people. Equity does not mean treating people the same without regard for individual differences.

**ETHNICITY:** The shared national, ethnocultural, racial, linguistic, and/or religious heritage of a group of people, whether or not they live in their country of origin.

**HARASSMENT:** A form of discrimination that may include unwelcome attention and remarks, jokes, threats, name-calling, touching or other behaviour (including the display of pictures) that insults, offends, or demeans someone because of his or her identity.

**RELIGIOUS ACCOMMODATION:** An obligation under the Ontario Human Rights Code to provide reasonable accommodation for students and employees who wish to follow or not follow religious or creed beliefs or practices.



#### **40 INCLUSIVE CURRICULUM AND ASSESSMENT PRACTICES**

**The board will commit to the use of inclusive curriculum and assessment practices and effective instructional strategies that reflect the diverse needs of all students and the learning pathways they are taking**

**The Board aims to review curriculum and resources, instruction, and assessment/evaluation practices that respond to the diverse needs and abilities**

**70 PROFESSIONAL LEARNING**