



## NORTH NOVA EDUCATION CENTRE

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Dear Students and Families,

At North Nova Education Centre, we want our school to be safe and welcoming for all students. Everyone should feel valued and respected. Although not everyone has to be friends, we do need to respect one another. This respect is what helps make our school a great one.

Remarks that are racist, sexist, homophobic, transphobic, antisemitic, or those related to someone's abilities or religion will not be tolerated, as these types of remarks are attacks on identities. Using language that attacks a person's identity is different from making hurtful comments.

Words such as the n-word, the f-slur for people who are gay, saying, 'that's so gay', using the r-word to say something is stupid, not respecting someone's pronouns, or calling a female the b-word or c-word are a few examples of attacks on identity. These words are different because they carry a history of violence and oppression. We need you to understand that if you do use these words, there will be serious consequences.

Some consequences are natural consequences that result from people's reactions to hurtful and hateful comments. For example, if a person says or posts something racist, people will naturally react. You could be labelled a racist – and that is a very difficult label get rid of.

School consequences will be serious, as we will treat these remarks as high-level behaviour. Students who attack the identities of others will be removed from their classroom or learning environment, will meet with administration who will contact parents/caregivers, will potentially be suspended, and will participate in learning opportunities to ensure it is understood that harm has been done. If the attacks on identity continue, the consequences will increase in severity.

It is important and necessary that every person feels safe and welcome at our school. We, as a staff, want all students to be at school, so we can work with you and support you, but we cannot have students in classes, hallways, or busses if words associated with a violent history are being used.

The staff at North Nova commits to addressing these comments and not down play the harm they can cause. We want our school to be a place where everyone feels safe and respected for who they are. Again, that is what makes a great school. We need you to do your part to make that happen. If we all commit to doing our part, our school will continue improving and move toward becoming a safe place for all.

Thank you,

North Nova Education Centre Staff