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Labour Relations

Non-sexist environment



September 18, 2024 | By email: 2 pages

Article E.1 of the Provincial Collective Agreement between BCPSEA and the BC Teachers' Federation sets out the parties' commitment to providing a non-sexist work environment.

Joint communication

Pursuant to Article E.1.2, in September of each school year the school district and local are required to jointly notify administrative officers and staff in writing of their shared commitment to a non-sexist environment.

To fulfill this requirement, BCPSEA recommends that school districts meet with their local teachers' union to discuss the content of the written communication. Please see attached template, which can be used as a starting point for discussions.

Review at staff meeting

Pursuant to Article E.1.4, the principal or vice-principal of each school must add a review of anti-sexist educational programs, activities, and learning resources to the agenda of a regularly scheduled staff meeting by October 31 of each school year.

This requirement was introduced to the collective agreement in the last round of collective bargaining and its intention is to make time and space for open discussion and sharing of available resources that support a non-sexist environment.

The principal or vice-principal is required to add the review to the staff meeting agenda; however, the discussion does not need to be led by them. It can be led by a subject matter expert or appropriate school-based team members (e.g., resource teacher).

School districts are not required to develop materials specifically for the meeting but can use the opportunity to review existing materials (e.g., SOGI 123) that support the parties' shared commitment to a non-sexist work environment.

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Training materials

For more information on best practices in fostering a non-sexist work environment, please see BCPSEA's free online training course: [Non-sexist environment and prevention of harassment](#). The local parties may wish to review or otherwise use this resource at the meeting contemplated by Article E.1.4.

Questions

Should you have questions regarding this communication, please contact your [BCPSEA district liaison](#).