



September 2024

To: Principals and Teachers at all worksites

We are writing to reaffirm our joint commitment to maintaining a non-sexist, inclusive, and harassment-free workplace, as outlined in Article E.1 of our Collective Agreement.

Updates to this Article, as part of the 2022-2025 Provincial Collective Agreement, reflect a broader and more inclusive definition of a non-sexist environment. This definition now explicitly includes the prohibition of discrimination based on sex, gender identity, and gender expression, as well as the right of all individuals to be acknowledged according to their gender identity, expression, and sexual orientation. Collectively, we are reminding everyone that School District 22 and the Vernon Teachers' Association are committed to a non-sexist and harassment-free environment in the workplace.

Updated Article E.1 NON-SEXIST ENVIRONMENT

1. A non-sexist environment is defined as that in which there is no discrimination against employees based on sex, gender identity or expression, including by portraying them in gender stereotyped roles, refusing to acknowledge their identity, or by omitting their contributions.
2. The employer does not condone and will not tolerate any expression of sexism. In September of each school year the employer and the local shall jointly notify administrative officers and staff, in writing, of their commitment to a non-sexist environment.
3. The employer and the local shall promote a non-sexist environment through the development, distribution, integration and implementation of anti-sexist educational programs, activities, and learning resources for both staff and students.
4. Prior to October 31st of each school year, Principals or Vice-principals will add to the agenda of a regularly scheduled staff meeting a review of anti-sexist educational programs, activities and learning resources.

Please bring any questions or concerns you may have to your Principal or contact the VTA office.

Yours truly,

A handwritten signature in black ink, appearing to read "K. Mitchell", written over a horizontal line.

Karla Mitchell, Superintendent

A handwritten signature in black ink, appearing to read "Dave Mackenzie", written over a horizontal line.

Dave Mackenzie, VTA President