

Attention: KCTU Members, Principals & Vice-Principals
September 3, 2025

RE: Non-Sexist, Non-Ageist & Non-Racist Environment

A non-sexist environment is defined as that in which there is no discrimination against females or males by portraying them in gender stereotyped roles or by omitting their contributions.

The employer does not condone and will not tolerate any written or verbal expression of sexism. In September of each school year, the employer and the local (KCTU) shall jointly notify administrative officers and staff, in writing, of their commitment to a non-sexist environment.

The employer and the local shall promote a non-sexist environment through the development, integration, and implementation of non-sexist educational programs, activities, and learning resources for both staff and students.

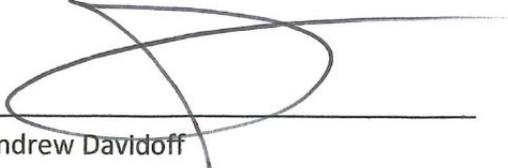
A non-ageist environment is defined as that in which there is no discrimination against any person because of their age.

The employer also does not condone and will not tolerate any written or verbal expression of ageism. The employer and the local are hereby notifying principals, vice-principals and teaching staff, in writing, of their commitment to a non-ageist environment.

A non-racist environment is defined as that in which there is no discrimination against any person because of their race.

The employer also does not condone and will not tolerate any written or verbal expression of racism. The employer and the local are hereby notifying principals, vice-principals and teaching staff, in writing, of their commitment to a non-racist environment.

If you have any questions or concerns, please contact Andrew Davidoff, Kootenay Columbia Teachers' Union President or Marcy VanKoughnett, Assistant Superintendent.



Andrew Davidoff
KCTU President



Marcy VanKoughnett
Assistant Superintendent, Human Resources