



There's No Space for Hate in Upper Grand

We have recently learned of protests that are being held across the country, in our province, and in our local communities here in Upper Grand, on Wednesday, September 20, 2023. These protests are targeting the 2SLGBTQIA+ community.

Upper Grand ETFO and the Upper Grand OTs are appalled and greatly concerned with these upcoming protests. Our students and staff members have the right to an inclusive and supportive workplace and education. [The board](#) and [union](#) support you in this important work. In solidarity of our 2SLGBTQIA+ members and students, **we are encouraging members to wear pink on Wednesday, September 20, to show your ongoing support against hate.**

Here are some solidarity actions you could take part in:

- continue to incorporate 2SLGBTQIA+ voices in your classroom
- if safe for you, participate in a counter-protest outside of your working hours (please consider wearing a face mask to reduce the risk of doxing)
- support local queer artists and creators by buying their creations and attending their shows
- continue to educate yourself on current 2SLGBTQIA+ issues

Remember, we have a responsibility to follow The Ontario Human Rights Code both in and away from the classroom.

According to the [Ontario Human Rights Commission \(OHRC\) Statement on Anti-Hate](#), "The Ontario Human Rights Code (Code) protects everyone from discrimination and harassment based on numerous grounds, including disability, gender identity and expression, race, and religion. In schools, following the Code means that every student has the right to a learning environment free from discrimination, harassment, or other expressions of hatred — an environment where everyone feels safe to learn, thrive, and be themselves. It is essential that all children — including, 2SLGBTQIA+ children, children with disabilities, Black children, Indigenous children, Jewish children and Muslim children, for instance — feel that their school is a place of inclusion, belonging, and support.

Similarly, all educators and administrators, including elected officials in the education system are entitled to those same rights. Not only should they feel safe and supported in their roles, but these individuals are duty-bound by the Code to uphold these principles and work to create this environment in schools."

Employees can report identity-based harm at <https://ugdsb.visdatec.com/reports/IBHR/index.cfm>.

Students, parents, and members of the school community can report identity-based harm and/or bullying to the Board at <https://webapps.ugdsb.on.ca/reportbullying/Home/FillReport> or by using the pink button on the right hand side of the ugdsb.ca landing page.

In Solidarity,

Your Upper Grand Leadership Team and Executives