

7. PERSONNEL PRACTICES

J. Discrimination

2. Non-Discrimination

- (a) No employee shall be discriminated against (direct discrimination or adverse effect discrimination) on the basis of race, colour, ancestry, place of origin, religion, gender, sex (including gender identity), sexual orientation, age, marital status, disability or family status. Where there exists a bona fide occupational requirement it shall not be considered discrimination.
- (b) Nothing in Article 7.J. requires the affected employee to actually possess a characteristic that is the basis for discrimination.
- (c) It is understood and agreed by both parties that certain circumstances may result in gender preference for purposes of privacy in changing areas, role modeling or correction of endemic discrimination.

11. COMMITTEES

E. Staff Meetings

1. Staff meetings are called by the school principal. Staff meetings are distinct from Staff Committee meetings which are provided for in the Collective Agreement, Article 11.D.
2. Employees shall attend duly called staff meetings as per the School Act and Regulations. Part-time employees shall not be required to attend staff meetings which are not contiguous with their instructional assignment. It is the responsibility of every employee to apprise him/herself of the Staff Meeting agenda and minutes.
3. Notice of staff meetings, including the agenda, and Staff Meeting minutes shall be provided under the Principal's direction with consideration of advice from the Staff Committee, except in cases of time sensitive information or situations.
4. Staff Meetings shall be limited to a reasonable number a year and will not be in conflict with Professional Development activities, with the exception, in either case, of time sensitive information or situations.