

Existing Policy Statement	Proposed May 13 Amendment	Proposed June 16 Amendment	Staff Comment	Staff Recommendation for Amendment
<p>As a Catholic school system, the Board and its staff are committed to the elimination of discrimination as outlined in Ontario’s Equity and Inclusive Education Strategy and the Ontario Ministry of Education Policy/Program Memorandum No. 119 (2009) in a manner which is consistent with the exercise of the Board’s denominational rights under section 93 of the <i>Constitution Act, 1867</i> and as recognized in section 19 of the <i>Ontario Human Rights Code</i>.</p>	<p>The Board and its staff are committed to the elimination of discrimination as outlined in Ontario’s Equity and Inclusive Education Strategy and the Ontario Ministry of Education Policy/Program Memorandum no. 119 (2009), and to the protection of the rights described in section 19 of the Ontario Human Rights Code, in a manner which is consistent with the exercise of the board’s denominational rights as described in section 93 of the Constitution Act 1867. Where there is legal conflict between human rights protections and the protection of denominational rights, the considerations dictated by denominational rights take precedence over human rights protections.</p>	<p>As a Catholic school system, the Board and its staff are committed to the elimination of discrimination as outlined in Ontario’s Equity and Inclusive Education Strategy and the Ontario Ministry of Education Policy/Program Memorandum No. 119 (2009) in a manner which is consistent with the exercise of the Board’s denominational rights under section 93 of the <i>Constitution Act, 1867</i> and as recognized in section 19 of the <i>Ontario Human Rights Code</i>.</p> <p>Where there is an apparent conflict between the requirements of PPM119 and the denominational aspect of Catholic schools, the protection of the denominational aspect takes precedence.</p>	<p>Only those rights or privileges with respect to denominational schools that Catholics in Ontario had under provincial law at the time of Confederation in 1867, and non-denominational aspects of these rights or privileges that are necessary to deliver the denominational elements of education, prevail over the Ontario <i>Human Rights Code</i> and the <i>Canadian Charter of Rights and Freedoms</i>.</p> <p><i>Conflict, between human rights and denominational rights is a legal question which is typically resolved by a court of law, not by Board policy. In circumstances where this issue is challenged in a court proceeding, the premise in Board policy that a denominational right takes precedence over human rights may not be upheld by the court in all cases . Each case will depend upon its individual facts and circumstances. It is the role of the court to balance competing sets of rights</i></p>	<p>As a Catholic school system, the Board and its staff are committed to the elimination of discrimination as outlined in Ontario’s Equity and Inclusive Education Strategy and the Ontario Ministry of Education Policy/Program Memorandum No. 119 (2009) in a manner which is consistent with the exercise of the Board’s denominational rights under section 93 of the <i>Constitution Act, 1867</i> and as recognized in section 19 of the <i>Ontario Human Rights Code</i>.</p> <p>“Where there is an apparent conflict between denominational rights and other rights the board will favour the protection of the denominational rights notwithstanding any apparent conflict between a denominational right and another right will be determined by a court of law. Each case will be determined on its merits, precedent and the legislation cited in this regulation.</p>

Regulation 10	May 13 Proposed Amendment	June 16 Proposed Amendment	Staff Comment	Staff Recommendation for amendment
<p>The Board is committed to the principle that every person within the Catholic school community is entitled to a respectful, positive and Christ-centred school climate where the learning and working environment is free from all forms of discrimination and harassment.</p>	<p>The Board is committed to the principle that every person within the Catholic school community is entitled to a respectful, positive and Christ-centred school climate where the learning environment is free from all forms of discrimination and harassment.</p> <p>The board will approve only clubs which have goals that are consistent with Catholic faith and the Catholic Church’s moral and doctrinal teaching. In accordance with Catholic denominational rights, the board has an obligation to ensure an individual’s freedom to express Catholic moral principles regarding sexuality and marriage without fear of recrimination.</p>	<p>The Board is committed to the principle that every person within the Catholic school community is entitled to a respectful, positive and Christ-centred school climate where the learning environment is free from all forms of discrimination and harassment.</p> <p>The board will approve only clubs which have goals that are not inconsistent with Catholic faith and the Catholic Church’s moral and doctrinal teachings. In accordance with Catholic denominational rights, the board has an obligation to ensure an individual’s freedom to express Catholic moral principles regarding sexuality and marriage without fear of recrimination.</p>	<p><u>Response to the June 16 proposed amendment.</u></p> <p><i>The approval of school groups is the purview of the Director of Education. It is the duty of the Catholic principal to ensure that the organizations in a school follow in our Catholic tradition and this would extend to clubs, social groups and teams. The duties of a principal are set out in the Education Act, regulation 298 section 11(1), 11 (3a) with respect to the organization, management of the school and instructions of the pupils.</i></p> <p><i>While a student group may be ‘student lead’ or initiated at the request of a student or students, all groups require a staff moderator and the approval of the school principal. Critically groups must adhere to the Catholic tradition and teaching to ensure there is caring for all students in the spirit of the Gospel .The school principal is charged with ensuring that this mandate is followed faithfully and that resources used by the group support Catholic teachings.. For Catholic Schools in Ontario, this Catholic tradition and teaching is manifested in the Ontario Catholic Graduate Expectations. Below are listed some of the expectations.</i></p> <p>A Discerning Believer Formed in the Catholic Faith Community who</p> <p>CGE1d -develops attitudes and values founded on Catholic social teaching and acts to promote social responsibility, human solidarity and the common good;</p> <p>CGE1g -understands that one’s purpose or call in life comes from God and strives to discern and live out this call throughout life’s journey;</p> <p>CGE1i -integrates faith with life;</p> <p>A Reflective and Creative Thinker who</p> <p>CGE3a -recognizes there is more grace in our world than sin and that hope is essential in facing all challenges;</p> <p>CGE3b -creates, adapts, evaluates new ideas in light of the common g CGE3d -makes decisions in light of gospel values with an informed moral conscience;</p> <p>A Collaborative Contributor who</p> <p>CGE5a -works effectively as an interdependent team member;</p> <p>CGE5b -thinks critically about the meaning and purpose of work;</p> <p>CGE5c -develops one’s God-given potential and makes a meaningful contribution to society;</p> <p>CGE5d -finds meaning, dignity, fulfillment and vocation in work which contributes to the common good;</p> <p>CGE5e -respects the rights, responsibilities and contributions of self and others;</p> <p>With respect to empowering teachers to express Catholic teaching this would be addressed in regulation nine.</p>	<p>The Board is committed to the principle that every person within the Catholic school community is entitled to a respectful, positive and Christ-centred school climate where the learning and working environment is free from all forms of discrimination and harassment.</p> <p>The board is committed to the caring of all students in the spirit of the Gospel.</p> <p>In an effort to support this commitment all school based groups will adhere to the Ontario Catholic Graduate Expectations.</p> <p>The board will act to promote vigorously, champion and support the teachings of the Church</p>

Definition of 'Catechism'	May 13 Amendment	June 16 Amendment	Staff Response	Staff Recommendation for amendment
<p>Catechism. A Church-approved systemic presentation of the faith and Catholic doctrine in its most current edition.</p>	<p>Catechism. The Catechism of the Church in its most current edition will be the primary reference document involving Catholic morality.</p>	<p>Catechism. The Catechism of the Catholic Church, in its most current edition, promulgated by the Holy See is an authoritative statement of the Church’s faith and Catholic doctrine.</p>	<p>A clear distinction must be made between “a” catechism, and “the” Catechism of the Catholic Church.</p> <p>There are many local catechisms approved for use in Catholic schools, both private and public. In fact, the Catechism of the Catholic Church has been found too difficult to interpret, and so the Compendium of the Catechism was issued on the orders of the Pope in 2005. It is available through the Canadian Conference of Catholic Bishops.</p> <p>The Board suggested definition is drawn in part from Venerable Pope John Paul II’s apostolic letter from the second edition of the compendium August 15, 1997. (see Appendix A)</p> <p>The staff recommendation definition drawn in part upon Venerable Pope John Paul II letter and acts to delineate the relationship between the compendium as a “sure and authentic reference text” for preparing local catechism and the local catechism itself that is then approved by the Ordinary. In this way it is understood how local catechism(s) and the compendium act in harmony as a systemic presentation of the faith and Catholic doctrine for the faithful.</p>	<p>Catechism : A Church-approved systemic presentation of Catholic faith and doctrine issued by the Holy See and updated periodically. Local Ordinaries, taking into account the provisions of the Catechism, may issue local catechisms to be used in their dioceses.</p>

Regulation #8	May Amendment	June 16 Amendment	Staff Comment	Staff Recommendation for Amendment
<p>The Board is committed to assessing and monitoring its progress in implementing the Catholic Equity and Inclusive Education Strategy; to embedding the principles of equity and inclusive education into all Board policies, programs, guidelines and practices; and to communicating these results to the broader community. To that end an annual report will be made to Board on progress made with respect to the Strategy.</p>	<p>The Board is committed to assessing and monitoring its progress in implementing the Catholic Equity and Inclusive Education Strategy; to embedding the principles of equity and inclusive education into all Board policies, programs, guidelines and practices; and to communicating these results to the broader community. To that end an annual report will be made to Board on progress made with respect to the Strategy.</p> <p>(b) It is the expectation that the Catholic teacher will provide the Catholic context to ensure that no classroom instruction would undermine or contradicts the teachings of the Catholic Church. While all students should be able to see themselves reflected in curriculum materials, this goal does not extend to recognition of personal conduct or a lifestyle that is not consistent with the teachings of the Catholic Church.</p>	<p>The Board is committed to assessing and monitoring its progress in implementing the Catholic Equity and Inclusive Education Strategy; to embedding the principles of equity and inclusive education into all Board policies, programs, guidelines and practices; and to communicating these results to the broader community. To that end an annual report will be made to Board on progress made with respect to the Strategy.</p> <p>It is the expectation that the Catholic teacher will provide the Catholic context to ensure that classroom instruction will upload the teachings of the Catholic Church. While all students should be able to see themselves reflected in curriculum materials, this goal does should also promote personal conduct or a lifestyle that is consistent with the teachings of the Catholic Church.</p>	<p>It has always been and will continue to be one of the Director’s primary responsibilities to ensure that the curriculum promotes and is informed by our Catholic teachings. The Board’s Mission and Vision mandate the “integration of Catholic and Christian beliefs into the total learning experience”. For this reason, we do not recommend this amendment.</p> <p><u>Response to the June 16th proposed amendment.</u></p> <p><i>The promotion of positive Catholic conduct is clearly and precisely set out in the Ontario Catholic Graduate Expectations. Significantly, the Ontario Catholic Graduate Expectations are approved by the Assembly of Catholic Bishops and the Institute for Catholic Education. This document gives us a more specific and current view of the Church’s teachings.</i></p>	<p>The Board is committed to assessing and monitoring its progress in implementing the Catholic Equity and Inclusive Education Strategy; to embedding the principles of equity and inclusive education into all Board policies, programs, guidelines and practices; and to communicating these results to the broader community. To that end an annual report will be made to Board on progress made with respect to the Strategy.</p> <p>Recognizing that the transmission of our Faith and Faith development is integral to every part of Catholic Education, it is the expectation that all staff in Catholic schools will promote and be informed by the teaching of the Catholic Church.</p> <p>All students should be able to see themselves reflected in age appropriate curriculum materials with the expectation that students will follow a Christ centred pathway as set out in the Ontario Catholic Graduate Expectations.</p>

Regulation 7	Proposed Amendment	Staff Comment	Staff Amendment Recognition
<p>The Board is committed to establishing and maintaining partnerships with all members of our diverse Catholic community so that their perspectives and experiences are recognized.</p>	<p>The Board is committed to establishing and maintaining partnerships with all members of our diverse Catholic community, provided that their perspectives and experiences do not undermine or conflict with Catholic faith and the Catholic Church's moral and doctrinal teachings. Partners will be approved by means of a screening process monitored by trustees.</p>	<p>Two separate board policies speak to ensuring members of the community who interact with students speak are respectful of Christian ethos and delineate the duties of staff. These policies are:</p> <ul style="list-style-type: none"> • Approved Access to Schools by Individuals and Organizations S.13 • Safe Schools: Access to School Premises S.S. 04 <p>For example in S.S. 04 it in item (3)</p> <p>“The Director, the appropriate supervisory officer, the principal or a teacher following consultation with the Principal, may invite visitors to make instructional or other presentations to and for the benefit of the of the pupils or the staff of the school. Presentations must be in harmony with the expectations of the Ontario Catholic School Expectations and in harmony with the Mission and Vision Statements of the TCDSB. For this reason, appropriate staff is required to scrutinize the aims, objectives and methods of those invited to make presentations in the school. “</p> <p>In S.S. 13 for example the following criteria is used that will be considered in determining access to a school:</p> <ol style="list-style-type: none"> a) Must be in harmony with the teachings of the Roman Catholic Church b) Must be in harmony with the aims, objectives and policies of the Toronto Catholic District School Board c) Must be related to one or more of the following: <ol style="list-style-type: none"> i) Charitable orientation (religious or secular) ii) Educational affiliation or experience iii) Humanitarian cause iv) Community or service group v) Cultural or recreational endeavour vi) A religious organization or individual in union with the Holy See d) Must be unrelated to political activist groups e) Must be unrelated to profit seeking motive. <p>A third policy, ‘Access to pupils S.15’ outlines the permitted class of persons who have access, the protocol they are to follow may have access to a pupil and what the conditions the interaction.</p> <p>Furthermore the regulation as it is now set out speaks to establishing and maintaining partnership with all members of our <i>Catholic</i> community. Should there be a question with respect to the bono fide nature of Catholic organization that question would be referred to the to the archdiocese..</p> <p><i>The duties of a principal are set out in the Education Act, regulation 298 section 11(1), 11 (3a) with respect to the organization, management of the school and instructions of the pupils. A part of that duty would be to ensure that the partnership with schools would be efficacious and supportive of criteria as set out in the Ontario Catholic Graduate Expectations. Additionally Catholic school principals are guided by the Catholic leadership Framework for Principals and Vice Principals: The Framework, for example , speaks to the importance of the principal to:</i></p> <ul style="list-style-type: none"> • <i>foster partnership, promote school programs, policies and procedures that are embedded with the fundamental concepts of human dignity, social justice and environmental stewardship;</i> <ul style="list-style-type: none"> • establish systematic and comprehensive program links that support school, parish and family life; <p>The principal:</p> <ul style="list-style-type: none"> • builds a collaborative learning culture within the school and actively engages with other schools, parishes and community partners to build effective learning communities; 	<p>The Board is committed to establishing and maintaining partnerships with all members of our diverse Catholic community so that their perspectives and experiences are recognized.</p> <p>The board also recognizes that the duty of the principal in a Catholic school is to ensure that any partnerships with schools is supportive of the Ontario Catholic Graduate Expectations and is aligned with Board Policies S. 13, Approved Access to Schools by Individuals and Organizations, S. 15, Access to Pupils and SS.04, Access to School Premises.</p>

Post DC august 25 meeting , note amendments are in **red/bold**

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