



Joint Statement on Commitment to a Non-Sexist Workplace

School District #33 Chilliwack and the Chilliwack Teachers Association stand together in a strong commitment to fostering a workplace that is free from sexism, discrimination, and harassment of any form. We recognize the importance of creating an inclusive, respectful, and equitable environment for all employees.

Our shared commitment to a non-sexist workplace is rooted in the belief that every individual deserves to work in an environment where they are treated with dignity and respect, regardless of their gender, gender identity, or gender expression. We acknowledge that sexism not only harms individuals but also undermines the productivity, creativity, and overall well-being of our workforce.

To ensure that we maintain a non-sexist workplace, we will endeavor to:

1. Promote Gender Equality: We will work together to eliminate gender-based disparities in hiring, pay, and promotions. We are committed to creating equal opportunities for all employees.
2. Prevent Harassment and Discrimination: We will not tolerate any form of harassment, discrimination, or bias based on gender or any other protected grounds. We will actively investigate and address any complaints promptly and confidentially.
3. Promote Education and Training: We will endorse ongoing education and training to our employees and union members to raise awareness about sexism and promote gender sensitivity and allyship.
4. Maintain Transparency and Accountability: We will regularly review our progress toward achieving a non-sexist workplace and hold ourselves accountable for any shortcomings.
5. Encourage Employee and Union Involvement: We encourage all employees and union members to actively participate in creating a workplace culture that values diversity, equity, and inclusion. We welcome feedback and suggestions for improvement.

By jointly committing to these principles, we aim to create a workplace where all employees, regardless of their sex, gender, gender identity or expression feel safe, valued, and empowered. We believe that our collaboration will strengthen our school district and contribute to a more equitable society.

We invite all employees and members to join us in this commitment to eliminate sexism from our workplace. Together, we can build a better and more inclusive future for all.

A handwritten signature in blue ink, appearing to read 'R Green'.

Rachael Green
Assistant Director – Human Resources
School District #33 Chilliwack

A handwritten signature in red ink, appearing to read 'Reid Clark'.

Reid Clark,
President
Chilliwack Teachers Association