

BCHEA Inclusion and Non-Discrimination Policy
Adopted March 27, 2021

POSITION STATEMENT:

BCHEA supports, represents and advocates on behalf of all BC registered home educating families/individuals¹ without discrimination based on race, national or ethnic origin, colour, religion, political belief, sex, gender identity, sexual orientation, age, or mental or physical disability. BCHEA is committed to respecting and accommodating diverse perspectives in its policies and activities, in order to effectively carry out the purposes of the society laid out in the BCHEA Constitution.

BOARD AND BOARD REPRESENTATIVE CONDUCT:

All board members and board representatives² must carry out their board or board designated duties in accordance with this policy, regardless of their personal beliefs.

Board members and board representatives must strive to ensure

- that all BCHEA activities, resources, events, campaigns, advocacy, partnerships or other proceedings are inclusive of all BC home educating families/individuals;
- that BCHEA is not aligned with, or seen to be aligned with, individuals, organizations, events or activities that promote discrimination on the above listed grounds³; and
- that a broad range of world views and experiences is considered and, where possible, integrated when creating policy, designing or recommending resources, and planning events, activities or services.

If a board action or policy, board member or board representative is determined by the board to have violated this policy, the board will take appropriate action after discussion and voting. Appropriate action may include, but is not limited to

- Revising BCHEA policy
- Removal of board member(s) from the board
- Removal of board member(s) or board representative(s) from their designated role(s)
- Formal written apology by the board to the affected party(ies)

Amendments to this policy may be made only with a majority vote of the board in its entirety.

¹ as per section 12/13 of the BC School act

² “board representatives” refers to volunteer or paid roles designated by the board, including but not limited to committees, speaking engagements, conference delegations, 1-800 phone support, social media management, engagement with journalists, website design, resource publication, membership recruitment, and fund raising

³ participation as a vendor or speaker at an event does not necessarily connote agreement with all other vendors or speakers at an event; the board must balance the principles of this policy with the need for BCHEA visibility and promotion of the society’s mandate, on a case by case basis