



## WHY YOU NEED THIS BROCHURE?

As a BIPOC teacher, you have the right to a safe, discrimination-free environment. This brochure is designed to support and empower you with clear steps, resources, and information about your rights under our Collective Agreement and legislation. You may be feeling afraid and anxious to take the next step, but your union is here to support you through the process. It is important to note that it is against the law for your Employer to retaliate against you for raising concerns about racism in the workplace.

**You are not alone.  
We are here to help.**



## CONNECT WITH SUPPORT

### Surrey Teachers' Association (STA)

✉ [sta@surreyteachers.org](mailto:sta@surreyteachers.org)

☎ 604-594-5353

🌐 [surreyteachers.org](http://surreyteachers.org)

### BC Teachers' Federation (BCTF)

☎ 1-800-663-9163

🌐 [bctf.ca](http://bctf.ca)



# BIPOC Teachers: Know Your Rights



**Empowering Black, Indigenous,  
and People of Colour Educators  
in Surrey & Beyond**



## YOUR RIGHTS AS A BIPOC TEACHER

- Fair and equal treatment
- Protection from harassment and discrimination
- Union Support
- Access to wellness and support
- Freedom to file bullying, discrimination and/or harassment complaint without retaliation

**The Employer (VPs, Principals, HR, Senior Management) must uphold the Collective Agreement as well as provincial and federal legislation on human rights:**

- BC Human Rights Code  
[bclaws.gov.bc.ca](http://bclaws.gov.bc.ca)
- Canadian Charter of Rights and Freedoms  
[justice.gc.ca](http://justice.gc.ca)
- OHS Regulation Part 3 – Rights & Responsibilities  
[worksafebc.com](http://worksafebc.com)
- Collective Agreement  
[surreyteachers.org/collectiveagreement](http://surreyteachers.org/collectiveagreement)

## Reporting Harassment or Discrimination/Racism (E.2 and E.20)

Report to STA rep and/or STA Health and Safety Officer at [hs@surreyteachers.org](mailto:hs@surreyteachers.org) to determine whether alleged behavior meets threshold for violation of policy

Complete WorkSafeBC 6A Incident Report (provide copy to administrator, STA Officer at [hs@surreyteachers.org](mailto:hs@surreyteachers.org) and keep copy for yourself)

Send 6A form to Executive Director H.R., Michele Radomski at [Radomski\\_m@surreyschools.ca](mailto:Radomski_m@surreyschools.ca), if the complaint is against an administrator

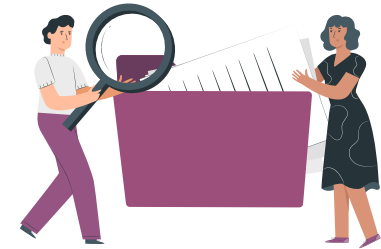
See a doctor for psychological injury as needed (complete Form 8)

Call Teleclaim: 1-888-WORKERS (967-5377) to activate your WorkSafe claim for potential reimbursement of your sick days and possibly any other related costs

District Human Resources will appoint or hire an investigator to investigate (interview complainant, respondent and witnesses) as soon as possible (usually within 10 days). Findings will be reported within approx. 6-12 weeks for less complex cases and may take up to 1 year for complex cases.

## POSSIBLE GRIEVANCE FOR HARASSMENT, DISCRIMINATION OR RACISM (E.2 AND E.20)

Following the conclusion of the harassment/discrimination investigation, if you are unsatisfied with the outcome, contact a Grievance Officer to discuss filing a grievance.



**Purpose:** to receive remedies for complainant to be made whole

- Grievance process begins (approx. 6-12 weeks at the district level)
- May go to the BCTF for Arbitration if not resolved at the district level

**Note:** BCTF Code of Ethics #5 promotes respectful resolution of disputes but does not apply to harassment, discrimination or racism.

## HEALTH & WELLNESS SUPPORTS

- BCTF Health & Wellness Program  
[bctf.ca/wellness](http://bctf.ca/wellness)
- Starling Minds: Mental health tools  
[bctf.ca/wellness](http://bctf.ca/wellness)
- Employee and Family Assistance Programs  
[bctf.ca/wellness](http://bctf.ca/wellness)
- Counseling: Covered services under PBC include RCCs and psychologists
- Healing in Colour  
[healingincolour.com](http://healingincolour.com)
- First Nations Health Authority  
[fnha.ca](http://fnha.ca)