

BIPOC Teachers Know Your Rights



BURNABY TEACHERS' ASSOCIATION

We are here for you

Burnaby Teachers' Association

115-3993 Henning Drive

604-294-8141

bta3@bctf.ca

Let's end racism!

Introduction

The purpose of this pamphlet is to help BIPOC teachers know their rights and responsibilities:

We know that we live in a society that has not eradicated systems of oppression. Although you have the right to a safe workplace free of discrimination and harassment, that may not be your experience.

You may be feeling afraid and anxious to take the next steps, this brochure is to support you in exercising your rights to discriminatory free working environment.

When you raise a concern about your working conditions, especially racism, you will not experience reprisal.

Burnaby Code of Conduct

- All employees adhere to the School District's Code of Conduct
- You cannot file a complaint with the Code of Conduct BUT the employer can adjudicate if an employee has violated the conduct



The Union & the Employer:

The Union

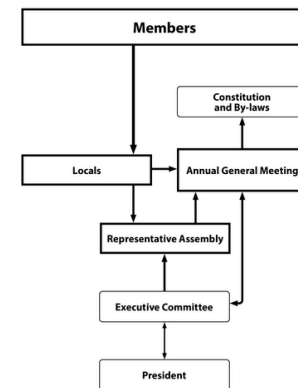
The Code of Ethics is a union guide to help us resolve professional disagreements, it does not pertain to experiences of discrimination.

The BTA table officers are your elected representatives and represent you in any matters about your employment.

These representatives uphold and advocate the Collective Agreement, which is a contract that enshrines your working conditions!

The Burnaby School District is your employer and they are not elected. Your employer reps include human resources, senior management and site based administrators (P & VPs).

Governance of the BCTF



The Employer

The employer must adhere and uphold provincial and federal legislation on human rights:

[Human Rights Code](#)

[Human Rights in the Workplace](#)

[OHS Regulation Part 3: Rights and Responsibilities](#)

[Guide to the Canadian Charter of Rights and Freedoms](#)

Clauses about discrimination in the Collective Agreement

These clauses pertain to discrimination in our [Collective Agreement](#):

- E.2 Harassment/Sexual Harassment - Pg 98
- C.37 No Discrimination - Pg 73
- C.38 Anti-Racism - Pg 74
- C.41 Teacher Safety - Pg 75

Filing an E.2 Harassment/Sexual Harassment:

When filing a harassment application, the matter is:

- It's private and confidential
- Members have a right to request an independent investigator
- A member can request an investigator with a shared identity
- To file an E2 claim you can access the form through the school district portal → Health & Safety → H&S forms → Report an incident

Filing a C37 No Discrimination, C38 Anti Racism:

- All investigations are private and confidential
- Members cannot experience reprisal for bringing forward an experience of racism
- The local files the grievance on discrimination
- Members have a right to request an independent investigator
- A member can request an investigator with a shared identity
- To grieve these clauses you must contact the BTA
- A grievance is when the union files a complaint that the employer has not followed the CA

Contact the BTA if you have concerns about C.41 Teacher Safety.

Did you know? *These clauses can be locally negotiated, and have been in the 2019 and 2022 rounds of negotiations!*

WorkSafe Claims

Discrimination is often a psychological trauma, the BTA encourages members to file a WorkSafe form when they experience discrimination.

What is WorkSafeBC? It is a provincial body that adjudicates on all matters of health and safety in the workplace.

When filing a work safe place complaint about discrimination you need to file a 6A form (the BTA can support in filling in the form) and call WorkSafeBC tele-a-claim contact center. The employer must respond within 48 hours and a full investigation report be completed within 30 days of the incident being reported.

Wage loss recovery and medical treatment coverage are possible outcomes.

When WCB adjudicates that a worker has been impacted by a discriminatory incident, the union can use this information to advocate that the employer make more changes (Individual and systemically).



Health and Wellness Supports

No matter what steps you take it's important to support your mental well-being. Remember, you are not responsible for the systems of oppression that impact you. Racism is a traumatic experience and can have lasting psychological and physical impacts.

Access the [BCTF Health & Wellness Program](#), you can self-refer directly through the BCTF website or call the BTA for help! This program provides supports to help teachers on medical leaves and return to work.

You are not alone! Seek out supports within the union, join the BTA Indigenous Education Committee and BTA BIPOC Committee.

Find a BIPOC counselor! [Healing in Colour and First Nations Health Authority](#). Your benefits include coverage of RCC and Psychologists.

The [BC Federation of Labour](#) (Umbrella organization for all unions) resources on Equity and Inclusion.

[Anti-Racism Anti-Oppression Office](#) Modules.

[Anti Oppression Educators Collective Provincial Specialist Association](#).

[BC Human Rights Tribunal](#) Education Section.