



To: ETFO STEWARDS
From: VICTORIA REAUME, GENERAL SECRETARY

2013 – 2014
STEWARDS' MAILING #4
January 24, 2014

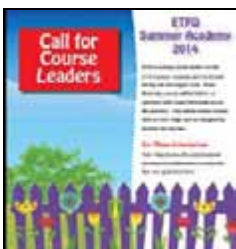
READ the Stewards' Mailing electronically at www.etfo.ca



Keys to Collaboration: A Coaching Institute – Special Education Resource Teachers are invited to participate in a one day workshop, Keys to Collaboration: A Coaching Institute, on Saturday, April 12, 2014. This workshop will provide participants with an overview of principles of adult learning, a basic inventory of coaching skills, and an opportunity to network with special education colleagues from across the province. For more information, please contact Nancy Baldree, extension 2247, nbaldree@etfo.org, at the provincial office.



QECO Poster – January 2014 – The QECO poster offers notification to all ETFO teacher members who are not yet in Category A4 that some changes to QECO Program 5 have occurred that might be to their advantage. It is also a reminder that applying to QECO every year until a teacher has reached Category A4 is still their best assurance that they are following the quickest and most expedient route to the next category.



Call for Course Leaders – Plans for the Summer Academy 2014 are underway. Please share the *Call for Course Leaders* with members who would be interested in leading three-day professional development courses throughout July and August. Members who apply should have extensive experience in the delivery of professional development programs for teachers. Applications are due by February 28, 2014, at 5:00 p.m. For more information, please contact Ruth Dawson, extension 2278, rdawson@etfo.org, at the provincial office.



Effective Negotiation Skills for Women Leaders – This workshop has been developed in partnership with the Stitt Feld Handy Group, an internationally renowned Canadian firm specializing in negotiation and dispute resolution training. Women who attend this workshop will be participating in an interactive format designed to build and enhance skills required in complex negotiations, mediation and dispute resolution. It also offers skill development in a variety of negotiation styles. This workshop is beneficial for women who are aspiring to leadership positions at the local level, particularly as chief negotiators. Involvement in and/or a commitment to become more involved in ETFO at the local level is a requirement for this workshop. For more information, please contact Lisa Mastrobuono, extension 2512, lmastrobuono@etfo.org, at the provincial office.



Think Before You Click – This is a DVD resource that has been produced for viewing by all ETFO members. It demonstrates the potential dangers to educators who misuse electronic communications in their day to day work with students, parents, and colleagues. Based upon situations that have actually transpired in the recent past, professional actors play out the various scenarios which are then subject to advice and commentary by legal counsel. To view this DVD or to arrange a workshop for your staff, contact your **local federation office**. To purchase a copy, please contact shopETFO for details on how to order.



Everyday is the Day of Pink – Wednesday, April 9, 2014 is the Day of Pink – Day of Pink is the International Day to stop homophobic and transphobic bullying in schools and communities. In previous years, members and their students have voluntarily participated in this day. For more information, please visit the Day of Pink website at www.dayofpink.org or contact Adam Peer, extension 2239, apeer@etfo.org, at the provincial office.



ETFO Principal's Qualification Program (PQP) – The flyer outlines the Spring/Summer 2014 courses. In Spring 2014, Part I is offered in Toronto and Part II is offered in Halton, York Region, and Hamilton-Wentworth. In Summer 2014, PQP Part I course is offered in York Region, and Part II is offered in Toronto and Port Elgin. For course details and online registration go to the ETFO website at www.etfo-aq.ca. For more information, please contact Joanne Languay, extension 2271, jlanguay@etfo.org, at the provincial office.



Black Canadian Women – A Legacy of Strength – With this poster, the Elementary Teachers' Federation of Ontario encourages you to celebrate the strength of Black Canadian women in the development and creation of Canadian culture and identity. We have chosen five Canadian women whose lives span decades but whose struggle still resonates with many of us. The curriculum and teacher resource (grade 1 to 8) is posted on the ETFO website at www.etfo.ca along with the poster for easy access for all members. For more information, please contact Kalpana Makan, extension 2245, kmakan@etfo.org, at the provincial office.



ETFO Bursaries and Scholarships – The following awards have a deadline of April 30, 2014:

- Aboriginal Women in Education Bursary – Women's Program
- Bev Saskoley Anti-Racist Scholarship
- Bev Saskoley Anti-Racist Scholarship – Women's Program
- Bursaries – Designated Groups
- Bursaries – Women's Program
- Bursaries for Sons and Daughters of ETFO Members Entering a Faculty of Education
- Doctoral Scholarship
- Doctoral Scholarship – Women's Program
- ETFO Member Bursaries
- Master's Scholarship
- Master's Scholarship – Women's Program
- Native As A Second Language Qualification Bursary
- Women's Studies Scholarship

Criteria and applications for these awards will be posted on the ETFO website at www.etfo.ca during the first week of February. For more information, please review the poster, or contact your local president, or Lorna Larmour, extension 2212, llarmour@etfo.org, at the provincial office.



PRS Matters Volume 74 – The Ontario Human Rights Code – Right or Requirement? —
This issue of PRS Matters contains important information for all members about their rights and responsibilities as educators under the Human Rights Code. For more information, please contact staff in Professional Relations Services (PRS) at 416-962-3836 or 1-888-838-3836, at the provincial office.

ETFO STEWARDS INFORMATION

Please direct your members to the ETFO website to find the Stewards' Mailing Cover Memo and its links:
www.etfo.ca → Publications → Stewards' Mailings

To change the number of members at your work site –

Contact: Member Records, 1-888-838-3836, trecords@etfo.org

(The number of members on file at ETFO appears on your mailing label)

ITEMS:

1. KEYS TO COLLABORATION: A COACHING INSTITUTE
2. QECO POSTER – JANUARY 2014
3. CALL FOR COURSE LEADERS
4. EFFECTIVE NEGOTIATION SKILLS FOR WOMEN LEADERS
5. THINK BEFORE YOU CLICK – DVD
6. EVERYDAY IS THE DAY OF PINK
7. ETFO PRINCIPAL'S QUALIFICATION PROGRAM (PQP)
8. BLACK CANADIAN WOMEN – A LEGACY OF STRENGTH
9. ETFO BURSARIES AND SCHOLARSHIPS
10. PRS MATTERS VOLUME 74 – THE ONTARIO HUMAN RIGHTS CODE – RIGHT OR REQUIREMENT?

VR:OR

ETFO INVITES

Special Education Resource Teachers

TO ATTEND

Keys to Collaboration: A COACHING INSTITUTE



Saturday, April 12, 2014

ETFO Provincial Office

A one day workshop designed to give special education teachers skills to collaborate with classroom teachers.

ETFO is inviting 15 special education resource teachers to participate.

Are you interested in:

- Working with adult learners?
- Acquiring a basic inventory of coaching skills?
- Understanding the coaching/collaboration process?

Please join us!

Registration information is on page 2.

Keys to Collaboration: A COACHING INSTITUTE

Special Education Resource Teachers

Saturday, April 12, 2014

ETFO Provincial Office,

136 Isabella Street, Toronto, ON M4Y 1P6



Registration deadline: March 7, 2014

Activity # 33061

Registration fee

\$50 for the workshop. (The fee covers the cost of materials, travel, meals, accommodation, and dependent care, subject to ETFO guidelines.) Confirmation of registration and the final program will be sent to you by e-mail. The registration fee will be non-refundable if you fail to attend the workshop, or if you do not cancel your registration a minimum of five business days prior to the start of the session. This program is available for 15 ETFO members in a Special Education Resource Teacher role. Participants will be selected by draw if necessary with consideration given to provincial geographic representation.

Payments will only be processed for participants selected for the workshop.

Payment

Credit Card: MASTERCARD VISA

Name on card: _____

Cardholder's signature: _____

Card number: _____

Expiry date: ____ / ____ (month/year)

Cheque: Please enclose a cheque (*payable to ETFO*) for:

Workshop only for **\$50** **OR**

Workshop + single room supplement: for **\$150.34**

Self-identification

Member self-identification allows ETFO to achieve a critical goal, supporting, and encouraging the participation of all members in ETFO programs, services, and events.

By completing this section, ETFO will be able to undertake the necessary statistical analysis to achieve this goal. All information collected and the reporting of statistical data will ensure full confidentiality of all members. Although the completion of this section is voluntary, ETFO encourages members to self-identify.

Self-identification:

- Aboriginal disabled
 lesbian, gay, bisexual, transgender
 racialized group woman

Please fax or mail completed form to:

Nancy Baldree, Executive Staff, Professional Services
Elementary Teachers' Federation of Ontario / Fédération des
enseignantes et des enseignants de l'élémentaire de l'Ontario
136 Isabella Street, Toronto, ON M4Y 1P6

Member information

ETFO membership #: _____

Full name: _____

Gender: Female Male

ETFO Local name: _____

Teacher OT

Current role: _____

Home address: _____

City: _____ Postal code: _____

Home phone: _____

Cell phone: _____

School name: _____

City/Province: _____ Postal code: _____

School phone: _____

E-mail: _____

Alternate e-mail: _____

Registration confirmation will be sent by e-mail.

In the event of an emergency, please contact:

Name: _____

Phone: _____

Personal requirements

Accessibility requirements:

Dietary requirements: _____

Other: _____

To access forms related to personal accommodation needs, please visit the ETFO website www.etfo.ca.

Park Hyatt Toronto hotel accommodations

I will require hotel accommodations for the night of Friday, April 11, 2014. Please check one:

Single* Double

*If I choose a single room, I understand that I am personally responsible for the difference in rate between a single and double room of \$100.34 per night.

I would like ETFO to choose a roommate for me
(*please check one*): Yes No

I would like to share with:

(Please note, if the person you have indicated is not selected to participate in the conference, ETFO will select a roommate for you.)

Tel: 416-962-3836 ext. 2247

Toll free: 1-888-838-3836

Fax: 416-642-2424

E-mail: nbaldree@etfo.org

Website: www.etfo.ca



Apply to QECO If You Are Not Yet In Category A4!

Program 5 – the QECO policy used to evaluate teacher academic credentials to determine salary categories– may look a little different than it has in the past: The name Program 5 is the same; the number of categories is the same; there are still two charts - General Education and Technological Education; and, all the same routes and course requirements are still there.

What is different?

- For most teachers, the charts will appear more transparent and easier to understand.
- For some teachers there may be more route options to consider for moving to the next QECO category.
- For others, there may be recognition of some programs and courses that did not exist when Program 5 was first created.
- In all cases, teachers who are not yet in Category A4 should apply to QECO.

To read Program 5, or to apply for QECO services, visit www.qeco.on.ca

Applying to QECO every year, until you have reached Category A4 is still your best assurance that you are following the quickest and most expedient route to the next category.



Faites une demande au COÉQ si vous n'avez pas encore atteint la catégorie A4!

Le Plan 5 – le plan d'évaluation en vigueur au COÉQ pour évaluer les qualifications académiques des enseignantes et des enseignants afin de déterminer les catégories de salaires – peut sembler un peu différent : Le nom Plan 5 reste le même, le nombre de catégories ne change pas et il y'a toujours deux tableaux – Tableau Éducation générales et Tableau Éducation technologiques. En plus, toutes les voies et les critères des cours pour atteindre une catégorie supérieure restent valables.

Qu'est qui est différent?

- Pour la plupart des enseignantes et des enseignants, les tableaux auront une apparence plus transparente et seront plus facile à comprendre.
- Pour quelques enseignantes et des enseignants il y'aura plus de voies à considérer pour atteindre une catégorie supérieure.
- Pour d'autres, il se peut que le COÉQ prenne en considération des programmes et des cours qui n'étaient pas disponibles quand le Plan 5 a été établi.
- En tous cas, tous les enseignantes et des enseignants qui n'ont pas encore atteint la catégorie A4 doivent faire une demande au COÉQ.

Pour plus d'information et afin de soumettre votre demande, veuillez visiter le HYPERLINK "<http://www.qeco.on.ca>" www.qeco.on.ca.

Faire une demande au COÉQ tous les ans pour d'atteindre la catégorie A4, est toujours votre meilleure assurance que vous êtes en train de suivre votre voie la plus rapide afin d'atteindre la catégorie supérieure.



Call for Course Leaders

ETFO Summer Academy 2014

ETFO is seeking course leaders for the ETFO Summer Academy 2014 to be held during July and August 2014. These three-day courses will be held in co-operation with many ETFO locals across the province. They will be unique courses with an ETFO 'edge' and are designed by teachers for teachers.

For More Information

Visit: <http://www.etfo.ca/professional-development/callforwriters> to access the flyer and application form.



Effective Negotiation Skills for Women Leaders

Women's
Program

May 15 and 16, 2014

The Elementary Teachers' Federation of Ontario invites women aspiring to leadership positions at the local level, particularly in the area of collective bargaining, to participate in an in-depth, 2-day program developed with the Stitt Feld Handy Group.

Focus Sessions

- Building skills for complex negotiations and persuading others
- Developing negotiating and dispute resolution skills
- Dealing effectively with potential employer/union disputes
- Building relationships with the Board team
- Recognizing and acquiring skills in different negotiation styles
- Communicating Effectively
- Participating in interactive, dynamic activities

To be held at

ETFO Office ~ 136 Isabella Street, Toronto, ON M4Y 1P6

Registration Fee: \$50.00 (non-refundable)

Please complete and return to Janice Rogers (jrogers@etfo.org)
by Wednesday, April 3, 2014 to the ETFO office.

Please mail, e-mail, or fax to:

Elementary Teachers' Federation of Ontario

136 Isabella Street

Toronto, Ontario, M4Y 1P6

Fax: 416-355-6762

Elementary Teachers' Federation of Ontario
Fédération des enseignantes et des enseignants de l'élémentaire de l'Ontario
136 Isabella Street, Toronto, Ontario M4Y 1P6
Telephone: 416-962-3836 Toll free: 1-888-838-3836 Fax: 416-642-2424
Website: www.etfo.ca

Effective Negotiation Skills for Women Leaders

Participation is very limited. Due to the limited number of spaces, women who have participated previously in this program are not eligible to participate. Also, no local can have more than one (1) participant each year.

The following expenses will be paid according to
ETFO provincial guidelines:
travel, shared accommodation, meals, dependent care,
and program materials.

Please contact **Lisa Mastrobuono**,
Executive Staff at the **ETFO office** for
further information about this program:

Telephone: 416-962-3836

Toll free: 1-888-838-3836,
ext. 2512

E-mail: lmastrobuono@etfo.org

Please contact **Jehan Khoorshed**,
Administrative Assistant for further
information about this program:

Telephone: 416-962-3836

Toll free: 1-888-838-3836,
ext. 2330

E-mail: jkhoorshed@etfo.org

It is the goal of the Elementary Teachers' Federation of Ontario to work with others to create schools, communities, and a society free from all forms of individual and systemic discrimination. To further this goal, ETFO defines equity as fairness achieved through proactive measures which result in equality, promote diversity, and foster respect and dignity for all.

Effective Negotiation Skills for Women Leaders

Member Information

ETFO Membership #: _____

Full Name: _____

Gender: Female Male

ETFO Local Name: _____

Teacher OT ESP PSP DECE

Home Address: _____

City: _____

Postal Code: _____

Home Phone: (____) _____

Work Phone: _____

School Name: _____

Principal: _____

School Phone: (____) _____

School Fax: (____) _____

E-mail Address: _____

Personal Accommodation

Please contact **Janice Rogers, Conference Liaison** (ext. 2322, jrogers@etfo.org) at the provincial office for any additional special needs requirements:

Accessibility Requirements: _____

Dietary Requirements: _____

Other: _____

In the event of an emergency, please contact:

Name: _____

Phone: _____

Release Time

Is release time required? Yes No If you are an OT please indicate LTO Non-LTO
I require Release Time on: May 15, 2014 Full-Day A.M. Half-Day P.M. Half-Day
May 16, 2014 Full-Day A.M. Half-Day P.M. Half-Day

Accommodation

(Park Hyatt Hotel, 4, Avenue Rd., Toronto) will require shared accommodation for:

- Thursday, May 15, 2014
 Friday, May 16, 2014
 No accommodation required.

Room Type: Single Double
 Smoking Non-Smoking

If I choose a single room, I understand that I am personally responsible to pay for the difference for the single accommodation supplement.

I would like ETFO to choose a roommate for me:
 Yes No

I would like to share with: _____

Payment by Credit Card

Please check (✓): MasterCard Visa

Name on Card: _____

Card Number: _____

Cardholder's Signature: _____

Expiry Date: _____ / _____
(Month) (Year)

Payment by Cheque

Please enclose a cheque payable to ETFO.

- \$50 Registration fee
 Single accommodation fee:
\$100.34/per night

Payment must be received by ETFO within **three days** of the **closing date** of the conference registration. If a payment is not received by **Wednesday, April 3, 2014**, your form will **not** be processed.

REGISTRATION CONFIRMATION WILL BE SENT BY E-MAIL.

Effective Negotiation Skills for Women Leaders

Member Self-Identification

Member self-identification allows ETFO to achieve a critical goal, supporting, and encouraging the participation of all members in ETFO programs, services, and events.

By completing this section, ETFO will be able to undertake the necessary statistical analysis to achieve this goal. All information collected and the reporting of statistical data will ensure full confidentiality of all members. Although the completion of this section is voluntary, ETFO encourages members to self-identify.

Self-identification:

- Aboriginal Disabled
- Racialized group Woman
- Lesbian, gay, bisexual, transgender

Selection Process

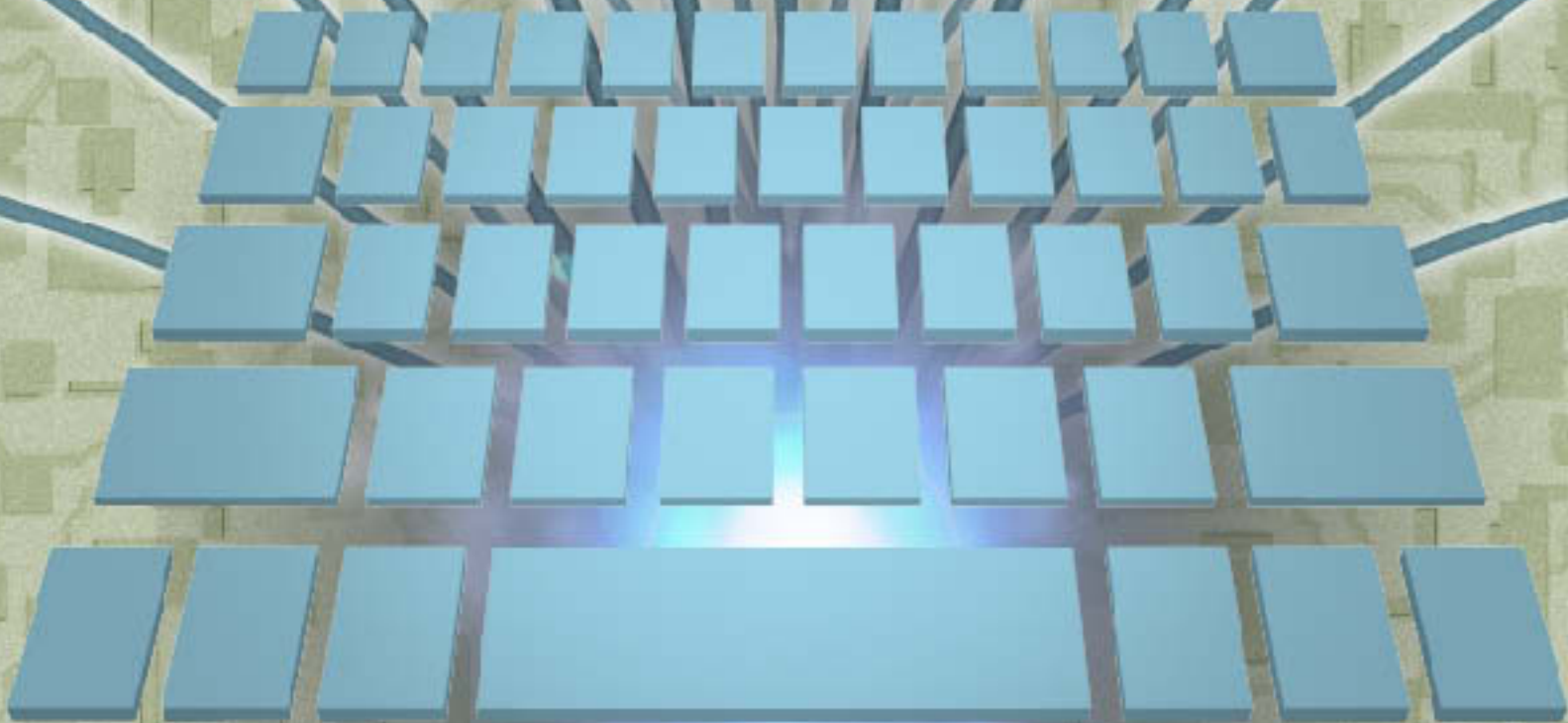
Since participants in this program are expected to make a commitment to continue, or to become involved, in the local bargaining committee and/or the local executive, we require some additional information for the application process. Participants are selected based upon this commitment, current Federation involvement, future goals, as well as the commitment by ETFO to provide this opportunity to members from as many locals as possible.

Please highlight any personal involvement with ETFO:

Future Goals with ETFO:

Any additional information you would like to include:

Think Before You Click





**EVERYDAY
IS THE DAY OF
PINK**

APRIL 9, 2014

Go to dayofpink.org, jersvision.org, and etfo.ca for ideas on how to celebrate diversity all year long!

DAY OF PINK IS THE INTERNATIONAL DAY TO STOP HOMOPHOBIC AND TRANSPHOBIC BULLYING.

Spring Online Registration
 opens on February 3, 2014 at
www.etfo-aq.ca

SPRING 2014 - PART 1

All ETFO PQP Part I courses include the EQ-i™ instrument on Emotional Intelligence.

LOCATION	DATES
Toronto	Friday evenings & Saturdays:
Elementary Teachers of Toronto Office 300-4211 Yonge St. Toronto, ON M2P 2A9	March 21-22 March 28 - 29 April 4-5, 11-12, 25-26 May 2-3

SUMMER 2014

July 7 - 11
 July 14 - 18

- PQP Part 1 - YORK REGION
- PQP Part 2 - TORONTO
- PQP Part 2 - PORT ELGIN

For locations go to www.etfo-aq.ca

Summer Online Registration opens on
 April 21, 2014 at www.etfo-aq.ca

SPRING 2014 – PART 2

LOCATION	DATES
Partnership with Halton District School Board	Saturdays: April 5 & 26, May 24
Alexander's Public School 2223 Sutton Drive Burlington, ON L7L 0B1	Thursday evenings: March 27 April 3, 10, 17, 24
Partnership with York Region District School Board	Saturdays: March 22, April 12, May 10
YRDSB Centre for Leadership and Learning 300 Harry Walker Parkway South Newmarket, ON L3Y 8E2	Tuesday evenings: March 18, 25 April 1, 8, 22, 29 May 6, 13, 20, 27
Partnership with Hamilton-Wentworth District School Board	Saturdays: April 5, May 3, 31
Ancaster Meadow Elementary School 93 Kitty Murray Lane Ancaster, ON L9K 1S3	Monday evenings: March 31 April 7, 14, 22 (Tuesday), 28 May 5, 12, 20 (Tuesday), 26 June 2

*Changed to Tuesday because of Easter and Vaisakhi.

For questions, please contact:
 Joanne Languay, ETFO Executive Staff
jlanguay@etfo.org



Until all of us have made it, none of us have made it.

- Rosemary Brown (Canadian black politician 1930-2003)



Angela James
1st Female Hockey Hall of Fame Inductee



The Right Honourable Michaëlle Jean
27th Governor General and
Commander-in-Chief of Canada (2005-2010)



Wanda Robson
Anti-Racist Author and Activist



Rosemary Sadler
President of the Ontario Black History Society



Viola Desmond
Nova Scotian who stood up against segregation

BLACK CANADIAN WOMEN
A LEGACY OF
STRENGTH



Master's Scholarship

This scholarship may be offered to active ETFO members to study at the master's level at a publicly-funded university/institution. Up to four awards of \$1,250 and a certificate of recognition may be granted.

Master's Scholarship – Women's Program

This scholarship may be offered to active ETFO women members to study at the master's level at a publicly-funded university/institution. Up to four awards of \$1,250 and a certificate of recognition may be granted.

Native as a Second Language Qualifications

This award may be offered annually to an active ETFO member who is taking an NSL additional qualification course from a publicly-funded university/institution. Up to two awards of \$750 and a certificate of recognition may be granted.

Women's Studies Scholarship

This scholarship may be offered to active ETFO members for graduate work in women's studies at a publicly-funded Canadian university/institution. One scholarship of \$1,250 and a certificate of recognition may be granted.



For further information:

- Contact your local president
- Visit the ETFO website <http://www.etfo.ca/AboutETFO/AwardsandScholarships>
- Contact Lorna Larmour at 416-962-3836 or 1-888-838-3836 or llarmour@etfo.org

Application forms may be downloaded mid February at:

<http://www.etfo.ca/AboutETFO/AwardsandScholarships>



ETFO Bursaries and Scholarships

**Deadline
April 30, 2014**

Elementary Teachers' Federation of Ontario
Fédération des enseignantes et des enseignants de
l'élémentaire de l'Ontario
136 Isabella Street, Toronto, Ontario M4Y 1P6
Telephone: 416-962-3836 Toll free: 1-888-838-3836
Fax: 416-642-2424 Website: www.etfo.ca

DEADLINE: April 30

Please note the deadline for the following awards:

Aboriginal Women in Education Bursary – Women’s Program

(open to non-ETFO members)

ETFO offers this bursary annually to Aboriginal women who are entering a publicly-funded faculty of education, or ETFO Aboriginal women members who are taking a qualification/upgrading course from a publicly-funded university/institution. Up to four bursaries of \$1,250 and a certificate of recognition may be granted. This award is not intended to support a master’s or doctorate program.

Bev Saskoley Anti-Racist Scholarship

This scholarship may be offered to an active ETFO member pursuing studies at the graduate level in the area of anti-racist equity education at a publicly-funded university/institution. One award of \$1,250 and a certificate of recognition may be granted.

Bev Saskoley Anti-Racist Scholarship – Women’s Program

This scholarship may be offered to an active ETFO female member pursuing studies at the graduate level in the area of anti-racist equity education at a publicly-funded university/institution. One award of \$1,250 and a certificate of recognition may be granted.

Doctoral Scholarship

This scholarship may be offered to active ETFO members to study at the doctoral level at a publicly-funded university/institution. One award of \$2,500 and a certificate of recognition may be granted.

Doctoral Scholarship – Women’s Program

This scholarship may be offered to active ETFO women members to study at the doctoral level at a publicly-funded university/institution. One award of \$2,500 and a certificate of recognition may be granted.

ETFO Bursaries (open to non-ETFO members)

[For members of designated groups]

- ◇ Persons with a Disability
- ◇ Racialized Groups
- ◇ Aboriginal Persons
- ◇ Lesbian, Gay, Bisexual, Transgender

Bursaries are offered annually to members of designated groups who are entering a faculty of education at a publicly-funded university/institution or ETFO members of designated groups who are taking a qualification/upgrading course at a publicly-funded university/institution. Up to eight bursaries of up to \$625 and a certificate of recognition may be granted. This award is not intended to support a master’s or doctorate program.

ETFO Bursaries – Women’s Program

(open to non-ETFO members)

[For members of designated groups]

- ◇ Women with a Disability
- ◇ Women of Racialized Groups
- ◇ Aboriginal Women
- ◇ Lesbian, Bisexual, Transgender

Bursaries are offered annually to female members of designated groups who are entering a faculty of education at a publicly-funded university/institution or female ETFO members of designated groups who are taking a qualification/upgrading course at a publicly-funded university/institution. Up to eight bursaries of up to \$625 and a certificate of recognition may be granted. This award is not intended to support a master’s or doctorate program.

ETFO Bursaries For Sons and Daughters of ETFO Members Entering a Faculty of Education

Bursaries are offered annually to a son or daughter of an active ETFO member entering a faculty of education at a publicly-funded university/institution. Up to 12 bursaries of \$500 and a certificate of recognition may be granted.

ETFO Member Bursaries

Bursaries are offered annually to members who are entering a faculty of education, or who are taking a qualification/upgrading course at a publicly-funded university/institution. Up to eight bursaries of up to \$625 and a certificate of recognition may be granted. This award is not intended to support a master’s or doctorate program.

ETFO BURSARIES & SCHOLARSHIPS

Deadline April 30, 2014

Aboriginal Women in Education Bursary – Women’s Program

(Open to non-ETFO members)

ETFO offers this bursary annually to Aboriginal women who are entering a publicly-funded faculty of education or ETFO Aboriginal women members who are taking a qualification/upgrading course at a publicly-funded university/institution. Up to four bursaries of \$1,250 and a certificate of recognition may be granted. This award is not intended to support a master’s or doctorate program.

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Doctoral Scholarship

This scholarship may be offered to active ETFO members to study at the doctoral level at a publicly-funded university/institution. One award of \$2,500 and a certificate of recognition may be granted.

Doctoral Scholarship – Women’s Program

This scholarship may be offered to active ETFO women members to study at the doctoral level at a publicly-funded university/institution. One award of \$2,500 and a certificate of recognition may be granted.

ETFO Bursaries

(open to non-ETFO members)
[For members of designated groups]

Bursaries are offered annually to members of designated groups who are entering a faculty of education at a publicly-funded university/institution or ETFO members of designated groups who are taking a qualification/upgrading course at a publicly-funded university/institution. Up to eight bursaries of up to \$625 and a certificate of recognition may be granted. This award is not intended to support a master’s or doctorate program.

ETFO Bursaries – Women’s Program

(open to non-ETFO members)
[For members of designated groups – women’s program]

Bursaries are offered annually to female members of designated groups who are entering a faculty of education at a publicly-funded university/institution or female ETFO members of designated groups who are taking a qualification/upgrading course at a publicly-funded university/institution. Up to eight bursaries of up to \$625 and a certificate of recognition may be granted. This award is not intended to support a master’s or doctorate program.

Bursaries for Sons and Daughters of ETFO Members Entering a Faculty of Education

Bursaries are offered annually to a son or daughter of an active ETFO member entering a faculty of education at a publicly-funded university/institution. Up to 12 bursaries of \$500 and a certificate of recognition may be granted.

ETFO Member Bursaries

Bursaries are offered annually to members who are entering a faculty of education, or who are taking a qualification/upgrading course at a publicly-funded university/institution. Up to eight bursaries of up to \$625 and a certificate of recognition may be granted. This award is not intended to support a master’s or doctorate program.

Master’s Scholarship

This scholarship may be offered to active ETFO members to study at the master’s level at a publicly-funded university/institution. Up to four awards of \$1,250 and a certificate of recognition may be granted.

Master’s Scholarship – Women’s Program

This scholarship may be offered to active ETFO women members to study at the master’s level at a publicly-funded university/institution. Up to four awards of \$1,250 and a certificate of recognition may be granted.

Native as a Second Language Qualification Bursary

This award may be offered annually to an active ETFO member who is taking an NSL additional qualification course from a publicly-funded university/institution. Up to two awards of \$750 and a certificate of recognition may be granted.

Women’s Studies Scholarship

This scholarship may be offered to active ETFO members for graduate work in women’s studies at a publicly-funded Canadian university/institution. One scholarship of \$1,250 and a certificate of recognition may be granted.

Elementary Teachers’ Federation of Ontario
Fédération des enseignantes et des enseignants de
l’élémentaire de l’Ontario
136 Isabella Street, Toronto, Ontario M4Y 1P6
Telephone: 416-962-3836 Toll free: 1-888-838-3836
Fax: 416-642-2424 Website: www.etfo.ca

For further information:

- Contact your local president
- Visit the ETFO website <http://www.etfo.ca>>AboutETFO>AwardsandScholarships
- Contact Lorna Larmour at 416-962-3836 or 1-888-838-3836 or llarmour@etfo.org

Application forms may be downloaded mid February at <http://www.etfo.ca>>AboutETFO>AwardsandScholarships.



Deadline April 30, 2014



The Ontario Human Rights Code - Right or Requirement?

Does the Ontario Human Rights Code apply to me?

Yes. The *Ontario Human Rights Code* (the "Code") provides everybody with equal rights and opportunities without discrimination or harassment in the following specific areas: employment, housing, contracts, services, goods and facilities and unions or occupational/professional associations.

The areas that apply to you as an educator and a school board employee are employment and services, as education falls within the service protections under the *Code*. Put simply, the *Code* applies to you both in your role as a school board employee (your rights) and in your role as an educator (your requirements).

What are the grounds to which the Code applies?

- Age
- Ancestry
- Citizenship
- Colour
- Creed (religion)
- Disability
- Ethnic Origin
- Family status
- Sex or Gender
- Gender identity
- Gender expression
- Marital status
- Place of origin
- Race
- Sexual orientation
- Socio-economic status
- Receipt of social assistance (housing only)
- Record of offenses (employment pardoned)

What are my rights?

You have the right to equal treatment and opportunities, without discrimination or harassment, in the areas covered by the *Code*. However, it is important to note that not all unfair treatment and not all harassment is covered by the *Code*. The treatment or harassment must have been based on a ground in an area covered by the *Code*.

You have the right to be free from human rights violations by your school board employer. More specifically, your school board has human rights obligations towards you and all other school board employees, parents and students.

Can I file a complaint with the Human Rights Tribunal of Ontario if I feel that my human rights have been violated by my school board?

If you feel that your human rights have been violated, you should seek assistance from your Federation representative or staff in PRS as soon as possible. The Federation evaluates potential human rights violations raised by members to determine the appropriate course of action, if any, including whether it would be appropriate to file a grievance or to pursue a complaint under a policy of the Board.

If the Federation files a grievance with respect to the violation of your human rights, in most cases, it would not be necessary or useful for you to file a separate complaint with the Human Rights Tribunal of Ontario (HRT) as the human rights issue(s) will be addressed in the grievance process.

PRSMATTERS



When both a HRTO complaint and a grievance are filed with respect to the same alleged human rights violations, the HRTO will defer to the grievance process. The HRTO will advise the complainant that the complaint will be held in abeyance pending the completion of the grievance matter and to contact the HRTO concerning the complaint in the event that the human rights issue is not resolved in the grievance process.

In situations where the Federation determines that a grievance is not appropriate, the member may file a complaint under a Board policy; the Federation would provide advice to the member if the member pursues a complaint under the Board's policy. In the case of a tribunal complaint, the Tribunal may or may not hear such complaints.

Do I have human rights responsibilities in my role as an educator?

Yes. Educators have human rights responsibilities to all members of the school community, including parents and students, as the *Code* applies to these relationships.

As an educator you have an obligation to provide all members of the school community, including parents and students with equal rights and opportunities without discrimination or harassment. More specifically, with respect to students, educators are responsible for ensuring that the learning environment is free of discrimination and harassment.

There are also specific human rights considerations in the special education setting. In the event that a human rights claim is filed based on a student's disability, many things are examined, including the school's/educator's compliance with Individual Education Plans, the school's/educator's conduct with the student and/or parent and communications from educators and school administration to parents. As an educator, you must always be mindful of how your actions or lack thereof might be perceived as discrimination or harassment by other members of the school community, particularly parents.

In addition to human rights complaints based on disability, examples of human rights complaints in the education setting include complaints based on the grounds of race, religion, sexual orientation and gender identity.

Can I be held liable for human rights violations?

Yes. In addition to school boards' human rights liability to parents and students, educators can be held individually liable with respect to their own actions and conduct towards students.

Parents may claim that the school, the school board, and the educator violated her/his human rights and/or the human rights of their child. In most instances this would be in the form of a human rights complaint against a school board which either includes the child's educator as a respondent or names the educator in the complaint.

In most instances where an educator is part of a human rights complaint, the educator's defense would fall under the umbrella of the school board's defense. It is always important that all educators comply with any accommodation plan put in place by the school board to ensure that, in the event of a claim where the educator is also named, it will be determined that the educators actions and conduct has not strayed from the human rights standard. It is possible, although we have not experienced this in ETFO, in cases where an educator's conduct has strayed far from the standard, the educator may be required to provide his/her own defense to the complaint, separate from that of the school board's.

The best way to avoid such a situation is to be alert to your human rights obligations at all times and to be sure you are communicating with parents, administrators, and other educational partners regarding regularly. Being the respondent or being named in a human rights complaint can be an extremely difficult and stressful situation that can have significant professional consequences, including with your school board and with the College of Teachers.

In the event that a human rights complaint is made against you or you are named in a human rights complaint you should contact your Federation representative or staff in PRS as soon as possible.

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