

*Elementary Teachers' Federation of Ontario - York Region*  
**TEACHERS' BILL OF RIGHTS**

The existence of a publicly funded education system is a keystone of our free and democratic society. Teaching is a highly complex process, dependent upon teachers, who, in order to maximize the potential of the students in their care, require an environment that promotes and supports them as professionals. It is essential that the fundamental rights of teachers be recognized and protected.

Therefore, as a fully qualified teacher, a member of the Elementary Teachers' Federation of Ontario and an employee of the York Region District School Board it is my right as:

- A Professional:**
- i)* to have my professional judgement respected,
  - ii)* to have the authority of teachers respected,
  - iii)* to determine my own professional development needs,
  - iv)* to freely determine how, when and under what conditions I volunteer my time,
  - v)* to expect to be consulted and have my opinion given full consideration;
- A Union member:**
- i)* to have my Collective Agreement respected and followed,
  - ii)* to be provided with due process and have the right to union representation,
  - iii)* to participate in my Federation without fear of reprisal;
- An Employee:**
- i)* to work in an inclusive environment that is a respectful workplace free from any form of discrimination or harassment,
  - ii)* to work in a healthy and safe workplace that promotes my professional and personal well being,
  - iii)* to be provided with adequate and up to date resources,
  - iv)* to be part of developing a code of student behaviour that is consistently enforced,
  - v)* to have a performance appraisal that supports my professional growth,
  - vi)* to be supervised in a fair and consistent manner that respects me as a professional and a person,
  - vii)* to have access to a teacher transfer process that is transparent and provides a reasonable level of mobility.