

Delivered via E-Mail

Date: Friday, September 20, 2024

PRIVATE & CONFIDENTIAL

Catherine Kronas
School Council Member and Chair 2023/24
Ancaster High

RE: Investigation into a complaint regarding school council chair refusing the reading of the Land Acknowledgment during a school council meeting held on April 29th, 2024 (case #: HRO2175)

Dear Catherine Kronas,

On June 10, 2024, HWDSB senior leaders and the Human Rights Office received a complaint regarding your actions and comments as the school council chair during a school council meeting held in April 2024. The complaint was made by a collective of Ancaster High Students, represented by three students, who received reports from school council members regarding an incident that they said caused harm when you, as the school council chair, refused the reading of the Land Acknowledgment during the meeting held on April 29th, 2024. The students claim that your action and comments were harmful and “unsupportive of the well-being of HWDSB’s valuable Indigenous and BIPOC students.”

In connection with this matter, we also heard concerns from other council members who shared they witnessed and experienced harm, as a result of this event, which if proven, would be inconsistent with HWDSB’s [Code of Conduct](#), [Human Rights Policy](#) and [Indigenous Education Policy](#).

As such, we have proceeded to conduct an investigation in accordance with HWDSB’s [Human Rights Complaints Resolution Procedure](#) and [the Code of Conduct Procedure](#). Lindsay Snell, Superintendent of Equity and Student Achievement, and Yohana Otite, Human Rights and Equity Advisor, have been assigned to address the complaint. Therefore, we are inviting you to meet with us to discuss the matter. The purpose of the meeting is to provide you with an opportunity to respond and share your perspective.

Given the concerns that have come forward, we recommend that you do not engage with school council until the investigation is completed.

In addition, pursuant to the Human Rights Complaints Resolution Procedure, it is expected that confidentiality is to be maintained throughout the complaint resolution process. All individuals who participate in this process, including yourself, are protected from reprisal for having participated.

Please know that every effort will be made to conclude this investigation as soon as possible. Once this investigation is completed, you will be advised of the outcome. If you have any questions, please do not hesitate to contact Superintendent Lindsay Snell's office at vaguirre@hwdsb.on.ca.

We thank you in advance for your cooperation.

Best regards,



Lindsay Snell
Superintendent of Equity and Student Achievement



Yohana Otite
Human Rights and Equity Advisor