



D/III/2 – Sexual Orientation, Gender Identity and Gender Expression

D/III/2

EFFECTIVE: March 23, 2016

Affirmed: May 24, 2017

REVIEW: 2021-2022

1.0 POLICY

- 1.1 The Board believes in the importance of, and is committed to establishing and maintaining a welcoming, caring, respectful and safe learning and working environment that respects diversity and fosters a sense of belonging for all students and staff including those who self-identify as sexual or gender minorities, including but not limited to: lesbian, gay, bisexual, transgender, transsexual, two-spirit, queer, gender fluid, or those who are questioning their sexual orientation, gender identity, or gender expression.
- 1.2 The Board believes that staff members are better prepared to respond to and support matters associated with sexual orientation, gender identity, or gender expression when they have the benefit of: related education and professional development opportunities, as well as an awareness of, and access to, research and/or professional readings relative to this topic.

2.0 GUIDELINES

- 2.1 The school principal shall consult with staff, parents and students in the development of school based policies and practices that support the implementation of division Policy D/III/2.
- 2.2 School based rules and practices shall be subject to the approval of the Superintendent, or designate, and will be available to members of the school community in written form.
- 2.3 Policy D/III/2 shall be reviewed by the Board of Trustees on a yearly basis.
- 2.4 For the purposes of this policy the most current definitions can be accessed at the following link:

GSA's and QSA's in Alberta Schools: A Guide for Teachers

Sexual and Gender Minority Terms and Definitions:

http://www.teachers.ab.ca/SiteCollectionDocuments/ATA/Publications/Human-Rights-Issues/PD-80-6_GSA-QSAGuide2015_Web.pdf

References: *Policy D/III/1 – Equity, Diversity, Inclusion and Human Rights*
Policy E/I/11 – Harassment Policy
Admin Practice ES24 - Sexual Orientation, Gender Identity and Gender Expression
Board Regulation 5 – Sexual Orientation, Gender Identity and Gender Expression
The School Act: Section 4
Bill 10
Vision, Mission and Values Statement
Canadian Charter of Rights and Freedoms
Alberta Human Rights Act
GSA's and QSA's in Alberta Schools: ATA