



EDUCATIONAL SERVICES 24 – Sexual Orientation, Gender Identity, and Gender Expression

Date: Mar. 23, 2016 Revised Date: Responsible Administrator: Associate Superintendent, Ed. Services

1.0 RATIONALE

The Board 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 members of the school community. This includes students, staff, and families who identify or are perceived as lesbian, gay, bisexual, transgender, transsexual, two-spirit, queer or questioning their sexual orientation, gender identity, or gender expression. The Board expects all members of this diverse community to be welcomed, respected, accepted, and supported in every school.

All members of the school community have the right to learn and work in an environment free of discrimination, prejudice, and harassment. This right is guaranteed under the Canadian Charter of Rights and Freedoms, Alberta Human Rights Act, and Alberta School Act. These rights shall be supported, and enforced so that all members of the school community may work together in an atmosphere of mutual respect and appreciation for individual differences. The Board will not tolerate harassment, bullying, intimidation, or discrimination on the basis of a person's real or perceived sexual orientation, gender identity, or gender expression.

2.0 PROCESS

The Superintendent or designate will be responsible for maintaining this Administrative Practice and its operation.

3.0 GUIDELINES

3.1 Sturgeon School Division strives to ensure that all students and staff members are provided with a welcoming, caring, respectful and safe working environment that respects diversity and fosters a sense of belonging for all students and staff members.

References: *Policy D/III/1 – Equity, Diversity, Inclusion and Human Rights*
Policy D/III/2 - Sexual Orientation, Gender Identity, and Gender Expression
Policy E/I/11 – Harassment Policy
Policy F/IV/7 – Student Conduct
The School Act
Vision, Mission and Values Statement
Alberta Human Rights Act
Guidelines for Best Practices: Alberta Education
Canadian Charter of Rights and Freedoms



EDUCATIONAL SERVICES 24 – Sexual Orientation, Gender Identity, and Gender Expression

Date: Mar. 23, 2016 Revised Date: Responsible Administrator: Associate Superintendent, Ed. Services

All students and staff members share responsibility for creating and maintaining a work environment that is free of discrimination and harassment. Complaints of discrimination and harassment based on sexual orientation, gender identity, and gender expression shall be promptly investigated and resolved as stated in the Policy E/I/11 – Harassment Policy.

- 3.2 Any language or behavior that degrades, labels, stereotypes, incites hatred, prejudice, discrimination and harassment towards students, staff, or families on the basis of their real or perceived sexual orientation, gender identity or gender expression will not be tolerated.
- 3.3 Schools shall ensure that the school student code of conduct references a prohibition of language or behavior that degrades, labels, stereotypes, incites hatred, prejudice, discrimination or harassment.
- 3.4 The Principal shall:
 - 3.4.1 ensure all aspects of this administrative practice are clearly and periodically communicated to all students, families and staff;
 - 3.4.2 ensure that students are informed of their ability to request support to establish or lead an activity or organization intended to promote a welcoming, caring, respectful and safe learning environment that respects diversity and fosters a sense of belonging including but not limited to organizations such as gay-straight alliances, diversity clubs and anti-bullying clubs and that any refusal to establish such a request may be appealed to the board of trustees in accordance with Section 123 of the School Act;
 - 3.4.3 ensure staff members address and provide appropriate remedial consequences for all interactions involving the use of comments, behaviours and actions which are homophobic, transphobic, and sexist, whether they occur in person or in digital form, on or off school property;

References: *Policy D/III/1 – Equity, Diversity, Inclusion and Human Rights*
Policy D/III/2 - Sexual Orientation, Gender Identity, and Gender Expression
Policy E/I/11 – Harassment Policy
Policy F/IV/7 – Student Conduct
The School Act
Vision, Mission and Values Statement
Alberta Human Rights Act
Guidelines for Best Practices: Alberta Education
Canadian Charter of Rights and Freedoms



EDUCATIONAL SERVICES 24 – Sexual Orientation, Gender Identity, and Gender Expression

Date: Mar. 23, 2016 Revised Date: Responsible Administrator: Associate Superintendent, Ed. Services

- 3.4.4 ensure staff members know their professional responsibility to identify discriminatory attitudes and behaviours, and create caring, respectful and safe learning environments;
- 3.4.5 ensure awareness and adherence to all district policies with respect to diversity, equity, human rights, sexual orientation, gender identity, gender expression, discrimination, prejudice and harassment;
- 3.4.6 ensure staff utilize language and educational resources and approaches that are inclusive; age-appropriate, and respectful of diverse sexual orientations, gender identities, and gender expressions;
- 3.4.7 provide inclusive and respectful services and supports to sexual and gender minority students and families;
- 3.4.8 ensure staff will not refer students to programs or services that attempt to change or repair a student's sexual orientation or gender identity;
- 3.4.9 ensure staff work proactively to eliminate systemic inequities and barriers to learning for sexual and gender minority students and families;
- 3.4.10 identify a staff member to serve as a safe contact for sexual and gender minority students.
- 3.4.11 inform the school community about the location and availability of this safe contact resource person;
- 3.4.12 ensure discriminatory behaviors and complaints will be taken seriously, documented and dealt with expeditiously;

References: *Policy D/III/1 – Equity, Diversity, Inclusion and Human Rights*
Policy D/III/2 - Sexual Orientation, Gender Identity, and Gender Expression
Policy E/I/11 – Harassment Policy
Policy F/IV/7 – Student Conduct
The School Act
Vision, Mission and Values Statement
Alberta Human Rights Act
Guidelines for Best Practices: Alberta Education
Canadian Charter of Rights and Freedoms



EDUCATIONAL SERVICES 24 – Sexual Orientation, Gender Identity, and Gender Expression

Date: Mar. 23, 2016 Revised Date: Responsible Administrator: Associate Superintendent, Ed. Services

- 3.4.13 ensure that the school’s Student Code of Conduct is consistent with Board requirements, is publicly available, reviewed annually, provided to all school staff, students and parents of the students of the school;
- 3.4.14 ensure all staff recognize the confidentiality of the sexual orientation and gender identity of all students and protect them from unwanted disclosure of such information.
- 3.5 To assist all staff to become more knowledgeable about sexual and gender minority identities, cultures, and communities, schools will provide professional learning opportunities to assist all staff to acquire the knowledge, skills, attitudes, and appropriate teaching practices necessary to create safe, inclusive, equitable, and respectful schools.
- 3.6 Staff members shall ensure that learning resources shall be chosen and/or updated to promote critical thinking and should include age-appropriate materials that accurately reflect the diversity of Canada's sexual and gender minority families, cultures, and communities.
- 3.7 To support the safety, health, well-being and educational needs of students who identify as, or are perceived to be, gender minorities, staff shall adhere to the following recommended practices wherever possible and appropriate:

Gender Identity and Gender Expression

- 3.8 Names and Pronouns - A student or staff member has the right to be addressed by a name and pronoun that corresponds to his or her consistently asserted gender identity or gender expression.
- 3.9 Official Records and Communication - When requested by an independent student, or the parent/guardian in writing all school forms and records shall be changed to ensure that a student’s preferred name and sex, or gender is current on internal school documentation including: class lists, timetables, student files, identification

References: *Policy D/III/1 – Equity, Diversity, Inclusion and Human Rights*
Policy D/III/2 - Sexual Orientation, Gender Identity, and Gender Expression
Policy E/I/11 – Harassment Policy
Policy F/IV/7 – Student Conduct
The School Act
Vision, Mission and Values Statement
Alberta Human Rights Act
Guidelines for Best Practices: Alberta Education
Canadian Charter of Rights and Freedoms



EDUCATIONAL SERVICES 24 – Sexual Orientation, Gender Identity, and Gender Expression

Date: Mar. 23, 2016 Revised Date: Responsible Administrator: Associate Superintendent, Ed. Services

cards. Subject to Alberta Education changing the requirements, the student's legal name, as registered under the Vital Statistics Act (or, if the student was born in a jurisdiction outside Alberta shall be displayed in the local Student Information System (SIS) and Provincial Approach to Student Information (PASI) system, as well as on transcripts, credentials and provincial assessments. An independent student or the parent/guardian shall be informed by school staff that a legal name change is required if they desire the official Alberta Education documents to reflect another name.

3.10 Gender-Segregated Activities - To the greatest extent possible, schools should reduce or eliminate the practice of segregating students by gender (with the exception of already established single gender-based alternative programs). In classroom activities or school programs where students are segregated by gender, all students should be given the option to be included in the group that corresponds to their consistently asserted gender identity and gender expression.

3.11 Athletics, Locker Room, and Change Room Access and Accommodation

3.11.1 All schools shall proactively review their student athletic policies to ensure they are inclusive of sexual and gender minority students. Transgender and transsexual students shall not be asked or required to have Physical Education outside of assigned class time, and shall, subject to safety considerations, be permitted to participate in any gender-segregated activities in accordance with their consistently asserted gender identity and gender expression.

3.11.2 All students shall, subject to safety considerations, have access to locker room facilities that correspond to their consistently asserted gender identity and gender expression. In locker rooms that require undressing in front of others, students who desire increased privacy, for any reason (e.g., medical, religious, cultural, gender identity) shall be provided with accommodations that best meet their individual needs and privacy concerns.

References: *Policy D/III/1 – Equity, Diversity, Inclusion and Human Rights*
Policy D/III/2 - Sexual Orientation, Gender Identity, and Gender Expression
Policy E/I/11 – Harassment Policy
Policy F/IV/7 – Student Conduct
The School Act
Vision, Mission and Values Statement
Alberta Human Rights Act
Guidelines for Best Practices: Alberta Education
Canadian Charter of Rights and Freedoms



EDUCATIONAL SERVICES 24 – Sexual Orientation, Gender Identity, and Gender Expression

Date: Mar. 23, 2016 Revised Date: Responsible Administrator: Associate Superintendent, Ed. Services

- 3.11.3 All students and staff shall have access to the restroom that allows for appropriate privacy. Staff shall consistently demonstrate sensitivity to the needs and safety of all students with respect to restroom or locker room access. The Principal shall ensure that individual solutions to restroom access or locker room are implemented with respect and discretion.
- 3.11.4 The use of locker room facilities or restrooms by transgender and transsexual students shall be assessed on a case-by-case basis with the goals of maximizing the student's social integration, ensuring the student's safety and comfort, minimizing stigmatization and providing equal opportunity to participate fully in school programming. The decision with regard to use of locker rooms or restroom facilities shall be made in consultation with the transgender student.
- 3.12 All students and staff have the right to dress in a manner consistent with their consistently asserted gender identity or gender expression and within the guidelines established by schools.
- 3.13 All students, regardless of their sexual orientation, gender identity or gender expression, have the right to participate in all curricular and extra-curricular activities.

References: *Policy D/III/1 – Equity, Diversity, Inclusion and Human Rights*
Policy D/III/2 - Sexual Orientation, Gender Identity, and Gender Expression
Policy E/I/11 – Harassment Policy
Policy F/IV/7 – Student Conduct
The School Act
Vision, Mission and Values Statement
Alberta Human Rights Act
Guidelines for Best Practices: Alberta Education
Canadian Charter of Rights and Freedoms
