

Sexual Orientation and Gender Identity or Expression

Policy No. 302.3R

REGULATIONS

Senior Staff and Principals/Vice Principals shall jointly ensure that all staff know that it is their individual and collective responsibility to identify individual discriminatory attitudes and behaviours and to develop plans and actions for change. School staff are expected to ensure a welcoming, supportive, respectful and safe environment for all staff, students and their families regardless of gender identification/expression, sexual orientation or sexual orientation as perceived by others.

1. The Principals/Vice Principals Shall:

- 1.1. Ensure all aspects of these regulations are clearly communicated to all staff, volunteers, students, and families;
- 1.2. Ensure staff address and provide appropriate remedial consequences for all interactions involving the use of discriminatory or demeaning comments, behaviours and actions, whether they occur in person or in digital form;
- 1.3. Ensure staff know their professional responsibility to identify discriminatory and demeaning attitudes and behaviours, and create caring, respectful and safe learning environments;
- 1.4. Ensure awareness and adherence to all district policies with respect to diversity, equity, human rights, sexual orientation, gender identity, discrimination, prejudice, and harassment;
- 1.5. 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;
- 1.6. Provide inclusive and respectful services and supports to sexual and gender minority students and families;
- 1.7. Ensure discriminatory and demeaning behaviours and complaints will be taken seriously, documented and dealt with expeditiously; and,
- 1.8. Ensure that all staff recognize the confidentiality of the sexual orientation and gender identity of all students and protect them from unwanted disclosure of such information.

2. The Staff Shall:

- 2.1. Share responsibility for creating and maintaining an environment that is free of discrimination and harassment;

- 2.2. Address and report any language or behaviour that deliberately discriminates, demeans or harasses students or employees on the basis of their real or perceived sexual orientation;
- 2.3. Intervene in any interaction involving the use of derogatory words, slurs, and behaviours regardless of the speaker's intention and convey that such comments and actions will not be tolerated within the educational community; and,
- 2.4. Model respect for all staff, students and their families.

3. The District Shall:

- 3.1. Work with the existing professional development structures to provide the education necessary to create safe, inclusive, equitable and respectful schools regardless of how students are perceived or identified;
- 3.2. Encourage the use of age-appropriate teaching and learning resources that accurately reflect the diversity of Canada's gender minority families, cultures and communities within a rich and diverse society;
- 3.3. Work with school administration to increase parental awareness of the needs of students with real or perceived gender identity/expression or sexual orientation issues; and,
- 3.4. Ensure that all counsellors be educated in the sensitivity required to provide emotional support to students and/or their family members with real or perceived gender identity/expression or sexual orientation issues and have the knowledge and skills required to deal with related issues.

4. Gender Identity and Gender Expression

Staff shall adhere to the following recommended practices whenever possible and appropriate:

4.1. Names and Pronouns

A student or staff member has the right to be addressed in a way that corresponds to their consistently asserted gender identity.

4.2. Dress Code

All students have the right to dress in a manner consistent with their gender identity or gender expression, while also respecting the school dress codes.

4.3. Official Records and Communication

Students will not be required to state their gender on official records. Where a statement of gender is required, school records/forms/files/class lists will ensure that a student's preferred name, sex, and gender is current.

4.4. Restroom Accessibility

All students shall, subject to the physical facility, have access to the restroom of their choice. Staff shall consistently demonstrate sensitivity to the needs and safety of all students with respect to restroom access. Principals/Vice Principals shall work with the District Staff person responsible for their school to ensure that individual solutions to restroom access are implemented with respect and discretion.

4.5. Athletics

- 4.5.1. All schools shall proactively review their student athletic policies to ensure they are inclusive of sexual and gender minority students. Transgender or transsexual students shall have Physical Education during their assigned class time. They may be permitted to participate in any gender-specific activities in accordance with their consistently asserted gender identity, if they so choose.
- 4.5.2. Should there be a conflict, the Principal/Vice Principal will work with the District Staff person responsible for their school and will be the final determiner of disputes that may arise with regard to a transgender or transsexual student's participation in athletic activities. The Principal/Vice Principal shall ensure that the resolution of any conflict ensures reasonable accommodations and inclusiveness. For provincial competition, BC School Sports rules shall be followed.

4.6. Locker Room and Change Room Access and Accommodation

In locker rooms that require undressing in front of others, students who desire increased privacy for any reason shall be provided with accommodations that best meet their individual needs and privacy concerns. Principals/vice principals shall work with the District Staff person responsible for their school where this request creates a concern.