

Sexual Orientation and Gender Identity or Expression

Policy No. 302.3

The Board of Education, School District No. 91 (Nechako Lakes), recognizes the value and diversity found within its school communities and believes that each individual contributes to the strength of the district's culture. The Board also recognizes that students and other school community members can face a unique set of challenges within our schools and communities on the basis of their gender identification/expression, sexual orientation or sexual orientation as perceived by others. The Board expects all members of this diverse community to be welcomed, respected, included, accepted and supported in every school.

Accordingly, the letter and spirit of the *Canadian Charter of Rights and Freedoms*, the *Canadian Human Rights Act*, the *B.C. Human Rights Code*, and the *Provincial Standards for Codes of Conduct Order, Ministerial Order 276/07* are observed, enforced and supported in this policy so that all members of the school community may work and learn together in an atmosphere free of discrimination, prejudice, and harassment where there is mutual respect for individual differences.

The Board will not tolerate harassment, bullying, intimidation or discrimination on the basis of a person's gender identification/expression, sexual orientation or sexual orientation as perceived by others. The Board will ensure that all complaints are taken seriously, dealt with expeditiously and effectively through consistently applied policy and procedures. Failure to provide support and assistance to those who may be the intended or unintended targets of such discriminatory behaviours will not be tolerated.

The Board believes that all sexual and gender minority students, staff and families have the right to:

- Self-identification and determination;
- Be treated fairly, equitably, and with dignity and respect;
- Have their confidentiality protected and respected;
- Be fully included and represented in an inclusive, positive, and respectful manner by all school personnel;
- Have avenues of recourse (without fear of reprisal) available to them when they are victims of harassment, prejudice, discrimination, intimidation, bullying, and/or violence;
- Have their unique identities, families, cultures and communities included, valued and respected; and,
- Have freedom of conscience, expression and association.

The Board understands that institutional and cultural change occurs over time and is committed to ongoing

staff development for teachers and support staff. It is expected that learning opportunities will also be available for students and their communities.

The Board is committed to addressing learning curriculum and library resources over time in all schools so that available materials reflect and value the diversity in the district. It also believes that all students should see themselves and their lives properly reflected within the curriculum.

The Board believes that it is the responsibility of all school district employees to understand that it is their individual and collective responsibility to support all students and other members of the school community. It is expected that all employees will respond to address discriminatory and demeaning attitudes and behaviours.