

## **SEXUAL ORIENTATION AND GENDER IDENTITY**

### **Divisional Background**

Based on the mission statement for Wolf Creek Public Schools and the commitment of all School staff to create excellent learning environments for students, staff and community members, our division is dedicated to ensuring that we collectively provide a welcoming, supportive environment for all sexual minority staff, students and families.

### **Components of this Administrative Procedure**

1. Leadership The principal shall:
  - 1.1. Ensure all aspects of this regulation are clearly communicated to all staff, students, and families on a regular, or as needed basis;
  - 1.2. Ensure staff address and provide appropriate remedial consequences for all interactions involving the use of comments, behaviours and actions which display homophobic, transphobic, and sexist commentary, whether they occur in person or in digital form;
  - 1.3. Ensure staff know their professional responsibility to identify discriminatory attitudes and behaviours, and create caring, respectful and safe learning environments;
  - 1.4. Ensure awareness and adherence to all administrative procedures 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 staff work proactively to eliminate systemic inequities and barriers to learning for sexual and gender minority students and families;
  - 1.8. Support the establishment of Gay-Straight Alliances (GSAs), or similar student support groups, at educational settings offered within the District, where interest by students has been expressed;
  - 1.9. Identify a staff member to serve as a safe contact for sexual and gender minority students. The principal will inform the school community about the location and availability of this safe contact resource person;

- 1.10. Ensure staff will not refer students to programs or services that attempt to change or repair a student's sexual orientation or gender identity;
- 1.11. Ensure discriminatory behaviours and complaints will be taken seriously, documented and dealt with expeditiously; and
- 1.12. 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.

## 2. Staff

Wolf Creek Public Schools is a safe and respectful working environment where diversity is valued and embraced and staff are treated with respect and supported. In consequence of this fundamental belief, all staff 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 and gender identity shall be promptly investigated and resolved by the administrative team at the school, under the direction of the principal, and in accord with the intent of this administrative procedure.

## 3. Professional Learning

To assist all staff to become more knowledgeable about sexual and gender minority identities, cultures, and communities; Inclusive Learning 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 regardless of how students are perceived or identified.

## 4. Teaching and Learning Resources

Teaching and 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.

## 5. Gender Identity and Gender Expression

To support the safety, health, and educational needs of students who identify as or are perceived to be transgender or transsexual persons, district staff shall adhere to the following recommended practices wherever possible and appropriate:

- 5.1. 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.
- 5.2. Official Records and Communication - When requested by an independent student, or the parent/guardian, the student's official record will be changed to reflect their preferred name, sex, or gender. All school forms and records shall be changed to ensure that a student's preferred name and sex or gender is current on class lists, timetables, student files, identification cards, etc.
- 5.3. Athletics, Locker Room, and Change Room Access and Accommodation 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 become involved in extracurricular activities outside of the regularly scheduled physical education class time. 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, etc.) should be advised that the school will make every reasonable effort to provide accommodations that best meet their individual needs and privacy concerns.

- 5.4. **Dress Code** - All students have the right to dress in a manner consistent with their gender identity or gender expression.
- 5.5. **Resolving Conflict** - The principal shall be the final determiner of disputes that may arise with regard to a transgender or transsexual student's participation in educational or athletic activities. The principal shall ensure that the resolution of any conflict ensures reasonable accommodation and inclusiveness.

Reference: Section 45 - School Act

**Adopted: May 2014**

**Reviewed: January 2016**