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## SEXUAL ORIENTATION, GENDER IDENTITY AND GENDER EXPRESSION

The Board values the diversity found within its school communities. The Board recognizes that students, staff, and school community members including, but not limited to, those identifying as lesbian, gay, bisexual, transgender, queer/questioning, intersex, asexual and two-spirit, (LGBTQIA2S+) encounter a unique set of challenges within our schools and communities.

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 protected under the Canadian Charter of Rights and Freedoms, Alberta Human Rights Act, and the Education Act. These rights will be valued and enforced so that all members work together in an atmosphere of mutual respect. The Division will not tolerate harassment, bullying, or discrimination on the basis of a person's actual or perceived sexual orientation, gender identity or gender expression.

### Specifically

1. The Board believes that all students enrolled in the Division, employed staff and families with diverse sexual orientations, gender identities, and gender expressions have the right to:
  - 1.1 Be fully included and represented in a positive and respectful manner by all school personnel.
  - 1.2 Have equitable access to supports, services, and protections.
  - 1.3 The assurance that all such discriminatory behaviors and complaints will be taken seriously, documented, and dealt with expeditiously and effectively through consistently applied policy and procedures.
  - 1.4 Self-identification as the sole criteria for recognition and support.
  - 1.5 Promote and evaluate inclusive educational strategies and supports, create professional development opportunities and administrative procedures to ensure that students, staff, and their families feel welcomed, valued, and supported and are treated with respect and dignity in all aspects of the school community.
  - 1.6 Identify a staff member in each school to serve as a safe contact for students and staff with diverse sexual orientations, gender identities, and gender expressions.
  - 1.7 The formation of Gay-Straight Alliances (GSAs) or Queer-Straight Alliances (QSAs) in our schools that promote a welcoming, caring, respectful, and safe learning environment for students and their allies.
  - 1.8 The expressed confidentiality and privacy of all students, staff and families with diverse sexual orientations, gender identities, and gender expressions.
  - 1.9 Access at least one (1) single-occupancy gender-inclusive washroom facility with appropriate signage; this facility is available to all individuals.

2. The Division is committed to implementing measures that will:
  - 2.1 Promote a systemic response, using a whole school approach, which strives to identify and address educational practices, policies, and procedures that perpetuates discrimination, harassment, and exclusion based on sexual orientation, gender identity, or gender expression.
  - 2.2 Ensure all students, including those with diverse sexual orientations, gender identities and gender expressions, are treated as unique individuals; therefore, requests for supports must be addressed on a case by case basis.
  - 2.3 Provide effective supports and procedures to respond, in a timely manner, to complaints of behaviours that perpetuate discrimination, harassment and exclusion based on sexual orientation, gender identity or gender expression.
  - 2.4 Encourage staff to adapt and include current learning resources and strategies to provide opportunities to develop positive awareness with respect to human rights, anti-discrimination and cultural diversity related to sexual orientations, gender identities and gender expressions.

Legal Reference: Section 11, 31, 33, 35.1, 36, 37, 52, 53, 58, 196, 197, 222 Education Act

Alberta Bill of Rights  
Alberta Human Rights Act  
Freedom of Information and Protection of Privacy Act  
Occupational Health and Safety Act  
Teaching Profession Act  
Superintendent Leadership Quality Standard  
Canadian Charter of Rights and Freedoms  
Criminal Code  
Administrative Procedure 310

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