



## **502.2 Sexual Orientation, Gender Identity and Gender Expression**

### **Policy**

The Board is committed to establishing and maintaining welcoming, caring, respectful and safe learning environments that respect diverse sexual orientations, gender identities and gender expressions. All members of the school community have the right to learn and work in an environment free of discrimination, prejudice, and harassment. These fundamental rights are protected under the Canadian Charter of Rights and Freedoms, Alberta Human Rights Act, and Alberta School Act.

### **Regulations**

1. In an atmosphere of mutual respect and appreciation for individual differences, all students and families with diverse sexual orientations, gender identities and gender expressions have the right to:
  - 1.1. be treated fairly, equitably, and with dignity and respect;
  - 1.2. have their privacy and confidentiality protected and respected;
  - 1.3. self-identification and determination;
  - 1.4. freedom of belief, expression, and association;
  - 1.5. be fully represented in an inclusive, positive and respectful manner;
  - 1.6. have equitable access to supports, services and protections;
  - 1.7. have avenues of recourse, without fear of reprisal, available to them when they are targets of harassment, prejudice, discrimination, intimidation, bullying, and/or violence; and
  - 1.8. have their unique identities, families, cultures, and communities included, valued and respected.
  
2. The Board is committed to measures that will:
  - 2.1. define appropriate expectations, behaviours, language, and actions in order to prevent discrimination, prejudice, and harassment through greater awareness of, and responsiveness to, their harmful effects;
  - 2.2. ensure that all such discriminatory behaviours and complaints will be taken seriously, documented, and dealt with expeditiously and effectively through school and District *Student Codes of Conduct*;
  - 2.3. improve and foster understanding of the individual lives of sexual and gender minorities and their families, cultures, and communities;
  - 2.4. support the establishment and naming of Gay-Straight Alliances or Queer Straight Alliances, or similar student leadership and support groups, when students express an interest;
  - 2.5. support the safety, health, and educational needs of students with diverse sexual orientations, gender identities and gender expressions;
  - 2.6. develop, implement, and evaluate inclusive educational strategies, professional learning opportunities, and administrative guidelines to ensure that all students with diverse sexual orientations, gender identities and gender expressions are welcomed and treated with respect and dignity.



## LETHBRIDGE SCHOOL DISTRICT NO. 51

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### References

District Policies:	<i>Policy 502.1 Welcoming, Caring, Respectful, and Safe Learning Environments</i>
School Act:	<i>School Act Section 16.1 and 45.1</i>
Other:	<i>Canadian Charter of Rights and Freedoms</i> <i>Alberta Human Rights Act</i> <i>Alberta Freedom of Information and Protection of Privacy Act</i> <i>Alberta Teachers' Association Code of Professional Conduct</i> <i>An Act to Amend the Alberta Bill of Rights to Protect Children</i>

**Policy**