

## Board Meeting – April 26, 2016

### Re: Policy 502.2 Gender Identity, Sexual Orientation and Gender Expression

Policy 502.2 Ad Hoc Committee Recommendations	Draft for Second Reading – April 26, 2016
<p>The Board is committed to establishing and maintaining welcoming, caring, respectful and safe learning environments that respect <b>diverse all</b> 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. <b>Parents also have the right to make informed decisions over the education of their children.</b> These fundamental rights are protected under the Canadian Charter of Rights and Freedoms, Alberta Human Rights Act, the Alberta Bill of Rights, and Alberta School Act.</p>	<p>The Board is committed to establishing and maintaining welcoming, caring, respectful and safe learning environments that respect <b>all</b> 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. <del>Parents also have the right to make informed decisions over the education of their children.</del> These fundamental rights are protected under the Canadian Charter of Rights and Freedoms, Alberta Human Rights Act, the Alberta Bill of Rights, and Alberta School Act.</p> <p><i><b>*This was combined with Regulation 2.4, recognizing the legal rights of parents.</b></i></p>
Regulations	Regulations
<p>1. In an atmosphere of mutual respect and appreciation for individual differences, all students and families with <b>diverse all</b> sexual orientations, gender identities and gender expressions have the right to:</p> <p>1.1 be treated fairly, equitably, and with dignity and respect;</p> <p>1.2 have their privacy and confidentiality protected and respected;</p>	<p>1. In an atmosphere of mutual respect and appreciation for individual differences, all students and families with <b>a diversity of</b> sexual orientations, gender identities and gender expressions have the right to:</p> <p>1.1 be treated fairly, equitably, and with dignity and respect;</p> <p>1.2 have their privacy and confidentiality protected and respected;</p>
<p>1.3 self-identification and determination;</p> <p>1.4 freedom of belief, expression, and association; <b>in accordance with the Alberta Human Rights Act;</b></p> <p>1.5 be fully represented in an inclusive, positive and respectful manner;</p>	<p>1.3 self-identification and determination;</p> <p>1.4 freedom of belief, expression, and Association, <b>in accordance with the Alberta Human Rights Act;</b></p> <p>1.5 be fully represented in an inclusive, positive and respectful manner;</p>
<p>1.6 have equitable access to supports, services and protections; <b>these supports, services, and accommodations will be offered on a case-by-case basis;</b></p>	<p>1.6 have equitable access to supports, services and protections; <b>these supports, services, and accommodations will be offered determined on a case-by- case basis;</b></p>
<p>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</p>	<p>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</p>

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<p>1.8 have their unique identities, families, cultures, and communities included, valued and respected.</p>	<p>1.8 have their unique identities, families, cultures, and communities included, valued and respected.</p>
<p><b>2. The Board is committed to measures that will:</b></p> <p><b>New 2.1</b> respect the legal rights of parents and guardians;</p> <p>2.2 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;</p> <p>2.3 ensure that all such discriminatory behaviours and complaints will be taken seriously, documented, and dealt with expeditiously and effectively through school and District <i>Student Codes of Conduct</i>;</p>	<p><b>2. The Board is committed to measures that will:</b></p> <p><del>*2.1</del> respect the legal rights of parents and guardians;</p> <p>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;</p> <p>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 <i>Student Codes of Conduct</i>;</p> <p><b>*This was added to Regulation 2.4.</b></p>
<p>2.4 improve and foster the understanding of the individual lives of sexual and gender minorities and their families, cultures, and communities; of gender identity, sexual orientation and gender expression;</p> <p>2.5 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; when requested by one or more students, of student organizations or activities that promote equality and non-discrimination, including such groups as gay-straight alliances, or queer-straight Alliances.”, or any other voluntary student organization;</p>	<p>2.3 improve the understanding of gender identity, sexual orientation and gender expression;</p> <p><b>Change</b></p> <p>2.4 respect the legal rights of parents and guardians, including the right to make informed decisions respecting the education of their children, in accordance with the Alberta Bill of Rights;</p> <p>2.5 support the establishment, when requested by one or more students, of student organizations or activities, including such groups as gay-straight alliances, or queer-straight alliances, or any other voluntary student organization, that promote equality and non-discrimination;</p>

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<p>2.6 support the safety, health, and educational needs of students with diverse all sexual orientations, gender identities and gender expressions;</p> <p>2.7 develop, implement, and evaluate inclusive educational strategies, professional learning opportunities, and administrative guidelines to ensure that all students with diverse all sexual orientations, gender identities and gender expressions are welcomed and treated with respect and dignity;</p>	<p>2.6 support the safety, health, and educational needs of students with a diversity of sexual orientations, gender identities and gender expressions;</p> <p>2.7 develop, implement, and evaluate inclusive educational strategies, professional learning opportunities, and administrative guidelines to ensure that all students with a diversity of sexual orientations, gender identities and gender expressions are welcomed and treated with respect and dignity;</p>
<p><b>New</b> 2.8 provide for all students, including transgender students, having the right to privacy and safety when using facilities.</p>	<p><b>New</b> 2.8 provide for all students, including transgender students, having the right to privacy and safety when using facilities.</p>

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