

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 all 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, the Alberta Bill of Rights, and Alberta School Act.

Regulations

1. In an atmosphere of mutual respect and appreciation for individual differences, all students and families with a diversity of 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 in accordance with the Alberta Human Rights Act;
 - 1.5. be fully represented in an inclusive, positive and respectful manner;
 - 1.6. have equitable access to supports, services and protections; these supports, services, and accommodations will be determined on a case-by-case basis;
 - 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 the understanding of gender identity, sexual orientation and gender expression;
 - 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;
 - 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;
 - 2.6. support the safety, health, and educational needs of students with a diversity of sexual orientations, gender identities and gender expressions;
 - 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;

- 2.8. provide for all students, including transgender students, the right to privacy and safety when using facilities.

References:

District Policies: Policy 502.1 Welcoming, Caring, Respectful, and Safe Learning Environments
School Act: School Act, sections 16, 45.1
Other: Canadian Charter of Rights and Freedoms
Alberta Human Rights Act
Alberta Freedom of Information and Protection of Privacy Act
Alberta Teachers' Association Code of Professional Conduct
Alberta Bill of Rights