



400.1.1 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 employees of the District have the right to 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, staff 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;
 - 2.3. improve the understanding of gender identity, sexual orientation and gender expression;
 - 2.4. support the safety and health needs of staff with a diversity of sexual orientations, gender identities and gender expressions;
 - 2.5. develop, implement, and evaluate inclusive educational strategies, professional learning opportunities, and administrative guidelines to



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- ensure that staff with a diversity of sexual orientations, gender identities and gender expressions are welcomed and treated with respect and dignity;
- 2.6. provide for all staff, including transgender staff, the right to privacy and safety when using facilities.

References

Alberta School Act:	School Act, sections 16, 45.1
District Policies:	Policy 400.1 Welcoming, Caring, Respectful, and Safe Work Environments
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 Employment Standards Act