

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 Division 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 Education Act.

Regulations

1. In an atmosphere of mutual respect and appreciation for perceived and actual 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 conscience belief, expression, and association in accordance with the Canadian Charter of Rights and Freedom and 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 provided to all staff;
 - 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 identities, families, cultures, and communities included, valued and respected within all aspects of the school environment.

2. The Board is committed to implementing 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. continue to improve the understanding of gender identity, sexual orientation and gender expression;
 - 2.4. continue to support the safety and health needs of staff with a diversity of sexual orientations, gender identities and gender expressions;
 - 2.5. continue with on-going evaluation, development, and implementation of inclusive educational strategies, professional learning opportunities, and administrative guidelines to

- ensure that sexual and gender minorities and their families are welcomed, included and treated with respect and dignity;
- 2.6. provide for all staff, privacy and safety when using facilities.

The Board delegates to the Superintendent the authority to develop the procedures necessary to implement this policy.

References

Alberta Education Act:	16, 31 C, D, E, F, 32 D, F, 33 D, 196 D, 197 A.1
Division Policies:	400.1 Welcoming, Caring, Respectful, and Safe Work Environments, 402.8.1 Harassment, Discrimination, and Violence Prevention in the Workplace
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