

ADMINISTRATIVE REGULATIONS

TITLE: SEXUAL ORIENTATION AND GENDER IDENTITY
CATEGORY: HEALTH AND SAFETY
NUMBER: 3200

I. Rationale:

School District No. 46 (Sunshine Coast), provides an environment for all members of the school community to work and learn, free from discrimination and harassment while promoting proactive strategies and guidelines to ensure that all students, employees and families are welcomed and included in all aspects of education and school life and are treated with respect and dignity.

II. General:

A. In order to create a school and district culture that supports diversity, all members of the school community shall model respectful and inclusive conduct and refuse to tolerate any form of discrimination. School District 46 embraces and upholds the Ministry of Education SOGI initiatives and is in alignment with all policies and procedures as referenced on the Ministry of Education SOGI 123 website (<http://www.SOGIeducation.org>).

B. As such, the District will appoint a District SOGI Lead and will support each school to have a SOGI School Lead. In addition, a District SOGI Committee will be supported by the Board and District.

C. The Board and District shall provide learning opportunities for school communities to increase their knowledge and tools in developing a broad understanding of SOGI and the impact on students. Training shall allow staff to appropriately deliver the curriculum, learn appropriate and respectful language, handle discrimination, and support individual needs.

D. Schools will support developmentally appropriate activities and provide resources that promote knowledge and skills in developing respect for, as well as eliminating discrimination against LGBT2SQ+* people.

E. Students will be included and accommodated for in all extra-curricular activities regardless of their sexual orientation or gender identity, including support to set up a Gender-Sexuality Alliance/Gay-Straight Alliance or similar club.

F. Schools will include in their Codes of Conduct specific reference to discrimination on the basis of gender identity, gender expression or sexual orientation.

G. Schools will provide support for the LGBT2SQ+ youth in their school communities by:

1. Ensuring students have the right to confidentiality of their official and/or preferred sex, gender, and name. In class: Staff will not expose sexual orientation, gender identity, and/or gender expression of students.

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2. Students have the right to self-identification, which includes the name by which they wish to be addressed and their preferred pronouns that correspond to their gender identity.

3. Students may express their gender identity or gender expression through their manner of dress. If dress codes exist, they should be as inclusive as possible, which may include removing pronouns.

4. Schools will focus on integrated and inclusive activities. Where gender segregated activities continue to exist, students will have the option to be included in the group that corresponds to their gender identity or, in the case of gender non-conforming students, the group they would like to participate in.

5. Students will be included and accommodated for in all extra-curricular activities regardless of their sexual orientation or gender identity/expression, including support to set up a Gay-Straight Alliance.

G. The Board, in the regular course of reviewing policy, regulations and other district documents, will ensure that language is representative of the diversity of our LGBT2SQ+ community.

H. Given the potentially sensitive nature of the content that may arise when supporting students, it is expected that all volunteers working with the LGBT2SQ+ student population sign and abide by the SD46 Volunteer Code of Conduct.

**NOTE: LGBT2SQ+* is used to refer to lesbian, gay, bisexual, trans, two-spirited, queer, questioning, intersex, asexual, pansexual, non-binary et al.*

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References: Policy 20