

## **Sexual Orientation & Gender Identification**

### **Objective**

Students, staff and all members of the school community have the right to learn and work in an environment free of discrimination, prejudice, and harassment. Sexual Orientation and Gender Identity rights will be protected under Division policy and procedure as is guaranteed under the *Canadian Charter of Rights and Freedoms, Freedom of Information and Protection of Privacy Act, Alberta Human Rights Act, and Alberta School Act.*

As per Livingstone Range Policy 21, Welcoming, Caring, Respectful and Safe Learning Environments, the Board of Trustees is committed to providing learning environments that respect diversity, foster a sense of belonging and promotes student and staff wellbeing.

### **Procedure**

#### **A. Leadership**

The Principal shall:

- 1) ensure all aspects of this procedure are clearly communicated to all staff, students, volunteers and families;
- 2) ensure staff know their professional responsibility to identify discriminatory attitudes and behaviours, and create welcoming, caring, respectful and safe learning environments;
- 3) ensure staff awareness of and adherence to all division policies/procedures with respect to diversity, equity, human rights, sexual orientation, gender identity, discrimination, prejudice, and harassment;
- 4) ensure staff utilize language and educational resources and approaches that are inclusive, age-appropriate, and respectful of diverse sexual orientations, gender identities, and gender expressions;
- 5) provide inclusive and respectful services and supports to sexual and gender minority staff, students and families;
- 6) ensure staff work proactively to eliminate systemic inequities and barriers to learning for sexual and gender minority students and families;
- 7) support the establishment of Gay-Straight Alliances, Queer-Straight Alliances, or similar student support groups or activities in accordance with the Alberta School Act 16.1:  
16.1(1) If one or more students attending a school operated by a board request a staff member employed by the board for support to establish a voluntary student organization, or to lead an activity intended to promote a welcoming, caring, respectful and safe learning environment that respects diversity and fosters a sense of belonging, the principal of the school shall (a) immediately grant permission for the establishment of the student organization or the holding of the activity at the school, and (b) subject to subsection (4), within a reasonable time from the date that the principal receives the request designate a staff member to serve as the staff liaison to facilitate the establishment, and the ongoing operation, of the student organization or to assist in organizing the activity.

(3) The students may select a respectful and inclusive name for the organization or activity, including the name “gay-straight alliance” or “queer-straight alliance”, after consulting with the principal.

(3.1) For greater certainty, the principal shall not prohibit or discourage students from choosing a name that includes “gay-straight alliance” or “queer-straight alliance”.

(4) The principal shall immediately inform the board and the Minister if no staff member is available to serve as a staff liaison referred to in subsection (1), and if so informed, the Minister shall appoint a responsible adult to work with the requesting students in organizing the activity or to facilitate the establishment, and the ongoing operation, of the student organization at the school.

(6) The principal is responsible for ensuring that notification, if any, respecting a voluntary student organization or an activity referred to in subsection (1) is limited to the fact of the establishment of the organization or the holding of the activity and is otherwise consistent with the usual practices relating to notifications of other student organizations or activities.

- 8) ensure all staff recognize and respect the confidentiality of the sexual orientation and gender identity of all students or other staff and follow school procedures to protect them from unwanted disclosure of such information; Livingstone Range School Division is a public body under the *Freedom of Information and Protection of Privacy Act*. Disclosure of any personal information must be in accordance with this Act;
- 9) Ensure staff will not refer students to programs or services that attempt to change or ‘repair’ a student’s sexual orientation or gender identity;
- 10) ensure discriminatory behaviours and complaints will be taken seriously, documented and dealt with expeditiously;
- 11) ensure staff address and provide appropriate remediation for all interactions involving homophobic, transphobic, and sexist comments, behaviours and actions, whether they occur in person, written or in digital form.

#### B. Professional Learning

To assist all staff to become more knowledgeable about sexual and gender minority identities, cultures, and communities, LRSD will provide professional learning opportunities to assist all staff to acquire the knowledge, skills, attitudes, and appropriate teaching practices necessary to create safe, inclusive, equitable, and respectful schools.

#### C. Teaching and Learning Resources

Teaching and learning resources shall be chosen and/or updated to promote critical thinking and should include developmentally-appropriate materials that accurately reflect the diversity of Canada's sexual and gender minority families, cultures, and communities.

#### D. Gender Identity and Gender Expression

To support the safety, health, and educational needs of students and staff that identify as transgender or transsexual persons, division staff shall adhere to the following practices wherever possible and appropriate:

**Names and Pronouns** - A student or staff member has the right to be addressed by a name and pronoun that corresponds to the student’s or staff member’s consistently asserted gender identity.

**Student Official Records and Communication** - When requested by an independent student, or the parent/guardian, school forms and records must be changed to ensure that a

student's preferred name and gender is current on class lists, timetables, student files, identification cards, etc. Students and parents/guardians are to be informed of limitations regarding their chosen name, gender identity or gender expression in relation to official Alberta Education records that require a legal name designation or change.

**Gender-Segregated Activities** - To the greatest extent possible, schools should reduce or eliminate the practice of segregating students by gender. In classroom activities or school programs where students are segregated by gender, all students should be given the option to be included in the group that corresponds to their consistently asserted gender identity.

### **Athletics, Locker Room, and Change Room Access and Accommodation**

- a) All schools shall proactively review their student athletic policies (curricular, co-curricular and extra-curricular) to ensure they are inclusive of sexual and gender minority students. Transgender and transsexual students shall not be asked or required to have Physical Education outside of assigned class time, and shall, be permitted to participate in any gender-segregated activities in accordance with their consistently asserted gender identity, if they so choose.
- b) All students shall have access to locker room facilities that correspond to their consistently asserted gender identity. In locker rooms that require undressing in front of others, students who desire increased privacy, for any reason (e.g., medical, safety, religious, cultural, gender identity, etc.) shall be provided with accommodations that best meet their individual needs and privacy concerns.
- c) Overnight Accommodations- Principals will ensure that overnight trips are inclusive of all students' needs and requirements (e.g., medical, safety, religious, cultural, gender identity, etc.).

**Restroom Accessibility** - All students shall have access to the restroom that allows for appropriate privacy. Staff shall consistently demonstrate sensitivity to the needs and safety of all students with respect to restroom access. The Principal shall ensure that individual solutions to restroom access are implemented with respect and discretion.

**Dress Code** – School dress codes must take into account that all students have the right to dress in a manner consistent with their gender identity or gender expression.

**Resolving Conflict** - The principal, having the final authority, shall ensure that the resolution of any conflict pertaining to this procedure results in reasonable accommodation and inclusiveness.

The Division understands that change occurs over time and believes that the provision of an annual report at a public board meeting on progress related to each of the strategic directions identified in this regulation will ensure accountability and demonstrate the Division's commitment to support our diverse community.

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### **Legal References**

New Policy February, 2016  
Reviewed: January, 2018  
Updated: June, 2018