



SCHOOL DISTRICT NO.10 (ARROW LAKES) POLICY MANUAL

301– Sexual Orientation, Gender Identity and Gender Expression

1.0 General

- 1.1 The Board of Education (the “Board”) is committed to establishing and maintaining a safe, inclusive, equitable, and welcoming learning and working environment for all members of the school community, regardless of real or perceived sexual orientation, gender identity, and gender expression, which includes, lesbian, gay, bisexual, trans, Two-Spirit, queer, questioning, intersex, and asexual (LGBT2QIA+).
- 1.2 The Board will provide a safe environment, free from harassment and discrimination, while also promoting pro-active strategies and guidelines to ensure that LGBT2QIA+ students, employees and families are welcomed and included in all aspects of education and school life and treated with respect and dignity.
- 1.3 The Board believes that all LGBT2QIA+ students, staff and families have the right to:
 - 1.3.1 have their confidentiality protected and respected;
 - 1.3.2 self-identification and determination; and
 - 1.3.3 have their unique identities, families, cultures, and communities included, represented, valued, and respected within all aspects of the school environment.

2.0 Support and Communications

- 2.1 The Board is committed to constructive and open dialogue with LGBT2QIA+ communities to increase cooperation and collaboration among home, school and the community.
- 2.2 The Board will acknowledge through its communication to students, staff, and the community that some students are LGBT2QIA+ and/or live in LGBT2QIA+ families and need to be positively recognized and included as such.
- 2.3 All schools are encouraged and supported in establishing and maintaining Gay or Queer/Straight Alliance clubs, groups or programs.
- 2.4 Schools and staff are encouraged to incorporate school in-service, individual professional development, and group staff development activities as opportunities to enhance the school and work place as tolerant and diverse learning environments.