



SCHOOL DISTRICT NO.10 (ARROWLAKES) 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, supportive, and welcoming learning and working environment for all members of the school community, which respects sexual orientation, gender identity, and gender expression, including, lesbian, gay, bisexual, trans, Two-Spirit, queer, questioning, intersex, nonbinary, asexual, and more (LGBT2QIA+).
- 1.2 The Board will provide a safe, caring, and comfortable environment, free from harassment and discrimination, while also promoting proactive 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 school and district environments.

2.0 Support and Communications

- 2.1 The Board is committed to constructive and open dialogue with LGBT2QIA+ communities to increase cooperation, acceptance, and collaboration among home, school and the greater community.
- 2.2 The Board is committed to inclusive communication practices that acknowledge and respect that some students and staff are LGBT2QIA+ and/or live in LGBT2QIA+ families and need to be positively represented and included in school and district communities.
- 2.3 All schools will be encouraged and supported in establishing and maintaining Gay or Queer/Straight Alliance or other SOGI related clubs, groups, or programs.
- 2.4 Schools, students, and staff will be provided with SOGI learning opportunities, to enhance schools and workplace as caring, accepting, and diverse learning environments.
- 2.5 The Board will provide effective procedures to respond to concerns of homophobic, transphobic, biphobic, misogynistic, and heteronormative behaviours including discrimination, harassment, intimidation, and exclusion.