



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, regardless ~~which respects~~ of sexual orientation, gender identity, and gender expression, ~~which includes~~ lesbian, gay, bisexual, trans, Two-Spirit, queer, questioning, intersex, nonbinary, asexual, and more. (LGBT2QIA+).

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1.2 The Board will provide a safe, caring, and comfortable 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 and district~~ environments.

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2.0 Support and Communications

2.1 The Board is committed to constructive and open dialogue with LGBT2QIA+ communities to increase ~~cooperatio~~ cooperation, acceptance, and collaboration among home, school and the greater community.

2.2 The Board ~~will acknowledge~~ is committed to inclusive communication practices that acknowledge and respect through its communication to students, staff, and the community that some students and staff are LGBT2QIA+ and/or live in LGBT2QIA+ families and need to be positively ~~represented~~ recognized and included ~~as such in~~ school and district communities.

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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 ~~school in-service SOGI learning opportunities, individual professional development, and group staff development activities as opportunities to enhance schools and work place~~ workplaces as caring, accepting and diverse learning environments.

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2.42.5 The Board will provide effective procedures to respond to concerns of homophobic, transphobic, biphobic, misogynistic, and heteronormative behaviours including discrimination, harassment, intimidation and exclusion.

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