



# SCHOOL DISTRICT NO.10 (ARROWLAKES) POLICY MANUAL

## 301– Sexual Orientation, Gender Identity and Gender Expression

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### 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 sexual orientation, gender identity, and gender expression, which includes, lesbian, gay, bisexual, trans, Two-Spirit, queer, questioning, intersex, asexual, and more (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, respected, and made to feel safe 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 will be encouraged and supported in establishing and maintaining Gay or Queer/Straight Alliance clubs, groups or programs.
- 2.4 Schools and staff will be provided with school in-service, individual professional development, and group staff development activities as opportunities to enhance schools and workplaces as caring, accepting and diverse learning environments.
- 2.5 The Board will provide effective procedures to respond to complaints of homophobic, transphobic, biphobic and heteronormative behaviours including discrimination, harassment, and exclusion.