



SD10 (Arrow Lakes) District Protocol

Sexual Orientation, Gender Identity, and Gender Expression

Overview

This protocol has been developed to help create, inclusive, safe and caring learning environments and workplaces for all students and staff in SD 10. The protocol defines appropriate behaviours and actions to prevent discrimination and harassment of any person based on increasing awareness of diversity, inclusion, and human rights related to sexual orientation, gender identity and/or gender expression. SD10 will provide effective procedures to respond to any language or behavior that degrades, denigrates, labels or stereotypes students, staff and/or family members on the basis of their sexual orientation and/or gender identities and/or gender expression, and/or incites hatred, prejudice, harassment, homophobia, transphobia, biphobia, misogyny, or other forms of discrimination.

SD10 is committed to implementing measures that will:

- Define appropriate expectations, language, behaviours and actions in order to prevent discrimination and harassment.
- Ensure that complaints of discrimination or harassment based on sexual orientation, gender identity and/or gender expression are taken seriously and dealt with expeditiously and effectively through consistently applied procedures.
- Raise awareness and improve understanding of the lives of people who identify as LGBT2QIA+.
- Strive to eliminate the inequities and barriers for members of the school community who identify as LGBT2QIA+.
- Demonstrate accountability in leadership so that everyone is treated with fairness and respect.

Leadership and Student Support

Counsellors, other school and district staff and student leaders will make every effort to consult with LGBT2QIA+ students and their relevant support groups and support systems to demonstrate leadership and provide student support as follows:

1. Staff and students will take concrete actions to make schools more welcoming, inclusive, caring, and safe.
2. Principals and vice-principals will ensure that professional learning opportunities are available for staff to develop the awareness, knowledge, skills and attitudes necessary to:
 - a. support LGBT2QIA+ inclusive curriculum and learning resources (including anti-homophobia and anti-transphobia education);
 - b. identify and address homophobic, transphobic, bi-phobic or any other discriminatory attitudes and behaviours; and
 - c. support and advocate for the needs of students who identify as LGBT2QIA+.
3. Schools will identify at least one staff person to be a Safe Contact and SOGI Lead, able to act as a resource person for LGBT2QIA+ students, staff and families.
 - a. School principals or vice-principals will inform students and other staff about the location and availability of the Safe Contact /SOGI lead.

- b. Safe Contact /SOGI Lead will have training and professional development opportunities made available to them through the school and the district
 - c. School principals or vice-principals will act as the Safe Contact /SOGI Lead if there is no staff representative.
4. The district Director of Learning or Assistant Superintendent or designate will ensure that:
- a. School staff are trained to respond competently to the needs of LGBT2QIA+ students as well as to the needs of students with LGBT2QIA+ family members;
 - b. School staff are familiar and informed about policies regarding heteronormativity, Human Rights, homophobia, transphobia, biphobia, and other forms of discrimination.
 - c. School staff are provided with information on support programs or services for students and families.
 - d. Staff will not refer students to programs or services that attempt to change a student's sexual orientation or gender identity.

Student Learning

- 5. Staff are expected to utilize language and educational resources and approaches that are inclusive, developmentally appropriate, and respectful of diverse sexual orientations, gender identities, and gender expressions.
- 6. Schools are committed to:
 - a. educating students in the areas of healthy relationships, diversity and areas of social justice education including harassment, homophobia, transphobia, and biphobia throughout the BC Ministry of Education curriculum;
 - b. enabling LGBT2QIA+ students and families to see themselves and their lives positively reflected in the curriculum and school environment through the provision of library and other curricular resources;
 - c. creating or acquiring developmentally appropriate, current and relevant learning resources for sexual health education that are LGBT2QIA+ inclusive; and
 - d. providing learning resources in languages and in formats easily accessible to all students (English Language Learners, students with unique needs, etc.) and their families, where possible.
- 7. All school forms and communications, where applicable, should respectfully represent the diversity of sexual orientations and gender identities of students, staff and parents/guardians.

Supporting Sexual Orientation, Gender Identity, and Gender Expression

To support students' sexual orientation gender identity or gender expression and to ensure the safety, health, well-being, and educational needs of all students, staff shall adhere to the following practices:

- 8. Consultation:
 - a. School staff are encouraged to consult with the designated Safe Contact/SOGI Lead and the Director of Learning, Assistant Superintendent or designate, to review best practices for supporting LGBT2QIA+ students.
- 9. Confidentiality and Privacy:
 - a. A student's legal name, or gender assigned at birth may constitute confidential personal information that will be kept confidential unless its disclosure is legally required or unless the student or the student's parent(s)/guardian have given authorization.
 - b. In situations where school staff or principals and vice-principals are required by law to use or to report a student's legal name or sex, such as for purposes of data collection, school

- staff and principals and vice-principals will adopt practices to avoid the inadvertent disclosure of such information.
- c. Students' rights to discuss and express their gender identity, gender orientation and gender expression openly, and to decide when, with whom, and how much private information to share, will be respected.
10. Names and Pronouns:
 - a. Students will be addressed by their preferred names and pronouns.
 - b. Unless the student or the student's parent/guardian has specified otherwise, communications between school and home shall use a student's name and the pronoun designated as preferred by the student. Staff are strongly encouraged to speak with students to confirm name and pronouns to be used when communicating with home.
 11. Right to Dress in Accordance with Gender Identity or Expression:
 - a. Students have the right to dress in a manner consistent with their gender identity or gender expression. This includes students who may dress in a manner that is not consistent with societal expectations of gender.
 12. Official Records and Student Information:
 - a. Whenever possible and permitted by law, requests made by a student, or the parent/guardian, to change the student's official record to reflect their name and/or gender identity will be accommodated.
 - b. Whenever possible, at the request of a student or of a students' parent(s)/guardian, the student's name, pronouns and gender identity will be included on class lists, timetables, student files, identification cards, etc.

Supportive Learning Environments:

13. Desegregation:
 - a. Schools will reduce or eliminate the practice of segregating students by gender. In situations where students are segregated by gender, students will have the option to be included in the group that corresponds to their gender identity.
 - b. Where possible, students will be permitted to participate in any gender-segregated recreational and competitive athletic activities, in accordance with their gender identity. Due to issues of disclosure and safety, some students may wish to participate in a gender-segregated activity that is not aligned with their gender identity.
14. Washrooms, Change Rooms, PE and Sports:
 - a. All schools have at least one accessible gender-neutral washroom.
 - b. Gender neutral washrooms will be clearly identified and accessible at all schools.
 - c. The use of gendered washrooms and change rooms by students shall be upheld to current human rights standards with the goals of maximizing students' social integration, ensuring students' safety and comfort, minimizing stigmatization and providing equal opportunity to participate in all learning opportunities, physical education classes, and school sports.
 - d. Access to washrooms and change rooms that correspond to the gender identity of a student will be considered.
 - e. Students who desire increased privacy will be provided with a reasonable alternative washroom and/or changing area. Such alternative arrangements will be provided in a way that protects the student's confidentiality and safety.
 - f. Washroom and change room use decisions shall be made in consultation with the student.

Resolving Conflict / Student Safety / Harassment Prevention

15. School leaders and district senior staff shall jointly ensure that all staff know it is their individual and collective responsibility to respond to discriminatory attitudes and behaviours.
16. Conflict will be resolved in a manner that involves the student(s) and adult advocate(s) (teacher, SOGI Lead, parent/guardian, community service provider,) in the decision-making process to maximize inclusiveness.

Zero Tolerance for Bullying or Harassment

17. There is zero tolerance in SD 10 for any language or behaviour that deliberately degrades, denigrates, labels, stereotypes, incites hatred, prejudice, discrimination, harassment towards students or employees on the basis of their sexual orientation or gender identity or expression.
18. There is zero tolerance in SD 10 for any violence, threat of violence, or act of aggression, including harassment, discrimination, homophobia, transphobia, biphobia, intimidation and bullying on school or district premises.
19. Any bullying, harassment or discrimination is a serious threat to the school and district environment, and to the safety of both students and staff. Incidents will be dealt with in accordance with the school's Code of Conduct and the district's Bullying and Harassment policy

Related Documents:

- VTRA Checklist and Supporting Documents
- Board Policy 220 - Inquiries and Concerns
- Board Policy 301 – Sexual Orientation, Gender Identity and Gender Expression
- Board Policy 310 - Student Conduct and Discipline
- School Code of Conduct
- Provincial Standards for Codes of Conduct Order – Ministerial Order 276/07
- BC Human Rights Code