



SCHOOL DISTRICT NO.10 (ARROW LAKES) POLICY MANUAL

301 – Sexual Orientation, Gender Identity and Gender Expression

1 General

- 1.1 The Board of Education (the “Board”) is committed to providing a safe, inclusive, respectful, and welcoming learning and working environment for all members of the school community, regardless of sexual orientation, gender identity, and gender expression.
- 1.2 The Board affirms that all students, staff and families are entitled to be treated with dignity and respect and to learn and work in an environment free from discrimination, harassment, or exclusion.
- 1.3 This policy is grounded in the British Columbia Human Rights Code, the School Act, and applicable provincial standards and guidelines.
- 1.4 The Board recognizes that students and families represent a wide diversity of identities, experiences, and perspectives, and is committed to fostering school environments where all individuals feel safe, valued, and supported.

2 Rights and Protections

- 2.1 The Board affirms the right of all students, staff and families to:
 - have their personal privacy and confidentiality respected, in accordance with law;
 - be treated with dignity and fairness;
 - feel safe and included within the school community; and
 - access supports and educational opportunities free from discrimination.

3 Support, Communications, and Education

- 3.1 The Board is committed to open, respectful and constructive communication with students, families, staff, and community partners, with a focus on student well-being and safety.
- 3.2 The Board recognizes that some students identify as LGBT2QIA+ and/or are part of LGBT2QIA+ families, and that these students and families are entitled to the same respect, safety, and inclusion as all others.

3.3 In accordance with provincial legislation, students may establish student-led clubs or groups, such as Gay–Straight Alliances or Gender–Sexuality Alliances, where students may gather in a safe and respectful environment.

3.4 The Board supports professional learning opportunities that assist staff in:

- promoting respectful and inclusive school climates;
- understanding legal and professional responsibilities;
- responding appropriately to concerns related to discrimination, harassment or exclusion.

3.5 The Board will maintain procedures to address incidents of discrimination, harassment, bullying, or exclusion related to sexual orientation, gender identity, or gender expression, consistent with the District’s policies and applicable law.

3.6 Responses to concerns or complaints shall be:

- fair and timely;
- respectful of all parties involved;
- guided by professional judgment;
- consistent with legal and privacy requirements; and
- focused on restoring safety and respectful relationships.

4 Authorization

4.1 The Superintendent is responsible for developing and implementing protocols to give effect to this policy, including guidance respecting confidentiality, communication, student support, and complaint processes.