

## **AP 171 – Sexual Orientation Gender Identity/Expression**

### Background

The District is committed to establishing and maintaining a safe and positive environment for students, families, and employees of all sexual orientations, gender identities and expressions. The District recognizes and reaffirms its commitment to the anti-discrimination principles and values contained in the B.C. Human Rights Code, the Canadian Human Rights Act, and the Canadian Charter of Rights and Freedoms through Administrative Procedure 170 (Diversity and Human Rights). The District also recognizes the specific reference in sections 7 & 8 of the B.C. Human Rights Code that prohibit discrimination based upon a person's sex, sexual orientation, gender identity or gender expression.

The District is responsible for providing a safe environment, free from harassment and discrimination, while ensuring that students, employees, and families of all sexual orientations, gender identities and expressions are treated with respect and dignity while also being welcomed into all aspects of education and school life.

### Procedures

#### **1. Conduct, Safety and Anti-Harassment**

All students, employees, contractors, visitors, or any other persons who use District facilities shall be expected to conduct themselves in accordance with the District's commitment to non-discrimination, human rights, and cross-cultural understanding as set out in Administration Procedure 170 and this Administrative Procedure.

In order to reflect the District's commitment to supporting all human rights, inclusivity and cross-cultural understanding, the District shall expect:

1. All employees will refrain from discriminatory attitudes and behaviours towards individuals who self-identify, or who have not self-identified, as a part of a sexual or gender minority so that all employees, students, and their families are treated with fairness and respect.
2. Allegations of homophobic or transphobic language, behaviour, or discrimination will be reported to the Teacher/Principal in the case of students, and to the immediate supervisor in the case of employees.
3. Schools will discuss and use developmentally appropriate language and behaviour in accordance with their school's code of conduct.
4. Staff and students will use language and behaviour that does not degrade, label, stereotype, and incite hatred, prejudice, discrimination or harassment towards

others on the basis of their real or perceived sexual orientation, gender

identification or gender expression.

## **2. Curriculum, Learning and Library Resources**

The District is committed to:

1. Utilizing language and educational resources that emphasize universal human themes that acknowledge human diversity as an essential and enriching element of our society and provide all students with opportunities to become familiar with diversity.
2. Ensuring staff utilizes curriculum learning resources and approaches that are inclusive, developmentally appropriate and respectful of diverse sexual orientations, gender identities, and gender expressions.
3. Enabling all LGBTQ+ students and families to see themselves and their lives positively reflected in the curriculum, through provisions of library and other curricular resources
4. Creating or acquiring developmentally appropriate, current and relevant learning resources for sexual health education that are LGBTQ+ inclusive.

## **3. Home, School and Community Relations**

The District will:

1. Encourage parents to acknowledge and support the diversity of our school community. The district will acknowledge, through communication to students, staff and the community, that some children live in LGBTQ+ families and need to be positively recognized.
2. Encourage partnerships that promote effective participation in the education process by community organizations who are supportive of the LGBTQ+ issues and who are committed to the inclusive vision of West Vancouver Schools.
3. Acknowledge through its communications to students, staff, and the community that many members of the school community, including students and staff, will identify as LGBTQ+ and shall be positively recognized and included.
4. Provide opportunities to further educators' professional development on the topic of sexual orientation, gender identity and gender expression.

## **4. Privacy and Confidentiality**

The District will ensure that:

1. All persons have the right to privacy, including the right to confidentiality. This includes the right to have one's assigned gender at birth and any gender decisions to remain private at school or work. Disclosing information without permission may violate privacy laws, such as the *Freedom of Information and the Protection of Privacy Act* (FOIPPA).
2. All medical information relating to students and staff is kept confidential in accordance with the applicable district, municipal, provincial and federal laws. Staff will not disclose information that may reveal sexual orientation or gender identity unless legally required to do so or unless permission has been obtained from the student or a parent or adult who has been authorized to give such permission using district information and privacy procedures.
3. Every member of our district community has the right to be addressed by the name and pronoun that corresponds to their gender identity. A court-ordered name or gender change is not required, and official records do not need to be changed. Formal records (e.g., report cards, student transcripts) will continue to use legal names.

## **5. General School and District Events**

The District will ensure that:

1. Every student has the right to feel safe while participating in school and district events including athletics, physical education, and school performances. Considerations must be made for ensuring students have access to safe places to dress, change, and store supplies related to school/district events and related activities.
2. The school administrator, or sponsor teacher, of events will be responsible for making the requested arrangements for students to participate in school/district special events and extracurricular activities.
3. 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 the societal expectations of masculinity/femininity.

## **6. Overnight Field Trips**

Every student has the right to participate in and to be included on an overnight field trip situation. The district will ensure that:

- The school administrator, or sponsor teacher, is to plan and ensure that overnight activities provide accommodations which fully support LGBTQ+ student involvement