

# Administrative Procedure 171

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## Sexual Minority / Sexual Orientation / Gender Identity or Expression

### Background

The District is committed to establishing and maintaining a safe and positive learning environment for all students and employees including those who self-identify as a member of a sexual or gender minority (including but not limited to those who identify as lesbian, gay, bisexual, transgender, transsexual, gender non-conforming, two-spirit, queer or who are questioning their sexual orientation). 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 acknowledges the need to provide a safe environment, free from harassment and discrimination, while ensuring that sexual or gender minority students, employees, and families are treated with respect and dignity while also being welcomed into all aspects of education and school life.

### Procedures

#### 1. Conduct

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 anti-homophobia, anti-transphobia, non-discrimination, human rights, inclusivity and cross-cultural understanding, the District shall expect:

1. All employees will be sensitive to individual 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 to discuss age appropriate language and behaviour in accordance with their school's code of conduct.
4. School and classroom environments are free from homophobia and transphobia.
5. It is expected that staff and students 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**

The District will encourage staff to:

1. Adapt and include current learning resources and strategies to provide opportunities for all students and staff to develop positive awareness with respect to human rights, anti-discrimination and cultural diversity related to sexual and gender minorities.

## **3. Staff Training**

1. The District will provide school counsellors with support and opportunities for training so that they are informed and familiar with expectations pertaining to human rights, anti-homophobia, transphobia, discrimination, cultural diversity, and harassment as well as to be sensitive to sexual minority and gender minority students and those with sexual or gender minorities in their families.
2. The District will provide support and training opportunities for all staff, elected trustees, and Parents' Advisory Councils to develop their knowledge, skills, awareness, and behaviours to identify and eliminate homophobic or transphobic practices and to foster dialogue that creates understanding and respect for diversity.

## **4. School and Community Relations**

1. The District will continue to develop partnerships that promote effective participation in the education process by representative organizations and sexual/gender minority communities that are committed to the mission of the Board.
2. The District will continue to support the existence of clubs that promote inclusivity such as Gay/Straight Alliance clubs (GSAs) in secondary schools.

## **5. Employment**

1. Conduct consistent with this Administrative Procedure is considered to be a term and condition for employment for all staff.
2. The District is committed to taking reasonable steps to ensure that District employees responsible for personnel selection shall be provided with training to enhance their sensitivity to human rights issues, including sensitivity to sexual and gender minority issues.
3. The District will ensure that the confidentiality of the sexual orientation and gender identity of staff will be protected. Employees who self-identify as a sexual or gender minority will be given the support they require to do their work in a safe and respectful environment.