

## **Sexual Orientation and Gender Identity**

### **Policy**

Students, staff and families who identify, or are perceived to be lesbian, gay, bisexual, transgender, queer, two-spirited, or questioning their sexual orientation, gender identity, or gender expression are to be respected, accepted and fully supported in all schools operated by the District.

### **Rationale**

The Board of Trustees is committed to providing every student and staff member with a safe, inclusive, and welcoming school environment that fosters and maintains respectful and responsible behaviours. Every member of our diverse school community has the fundamental right to live, learn, and work in an environment free from discrimination, prejudice, and harassment.

### **Procedures**

1. Students and staff who identify as lesbian, gay, bisexual, transgender and/or queer (LGBTQ) shall be treated fairly, equitably, with respect and have their confidentiality protected.
2. Employees of Fort McMurray Public School District shall not tolerate harassment, bullying, intimidation or discrimination on the basis of a person's actual or perceived sexual orientation, gender identity, or gender expression.
3. The principal shall support student groups, including Gay-Straight Alliances or Queer-Straight Alliances, where interest by students has been expressed. Students may select a respectful and inclusive name for the group, in consultation with the school principal.
4. The principal shall promote and provide inclusive education, professional development opportunities, and support for staff to support same-gender parented families and students who are LGBTQ.
5. The principal shall appoint and publicly identify a staff member to serve as a safe contact on LGBTQ issues in their school community. The safe contact shall inform the school community about available district and community supports and resources.
6. The principal will ensure the safety, health, and educational needs of students who identify as transgender, transsexual or gender queer and promote best practices, including universal design of washrooms, preferred name and pronouns, information contained on the student record, and access to locker room facilities, field trips, and extracurricular activities consistent with a student's lived gender identity or gender expression.
7. Students who identified as LGBTQ are encouraged to report any incident or victimization, harassment, discrimination, intimidation or bullying to the school principal/safe contact person.
8. The principal shall ensure satisfactory resolution to any conflict that may arise in the process of providing reasonable accommodation and inclusive practices in keeping with the best interests of the student.
9. The principal shall ensure that all students, staff, and families are aware of this policy, promote equality and nondiscrimination with respect to gender, gender identity, gender expression, and/or sexual orientation.

## **References**

**Alberta School Act: Preamble , 3(1) , 7 , 13 , 15 , 17 , 19 , 21 , 28(7) , 44 , 103 , 104,105**

Supporting Transgender and Transexual students in K-12 Schools: A Guide for Educators, Canadian Teacher's Federation

Gay-Straight Alliances in Schools, Alberta Education Fact Sheet

Bill 10 An Act to Amend the Alberta Bill of Rights to Protect Our Children (2015)

GBCB CUPE Code of Conduct

GBEA Employee and Family Assistance Program

EB Fort McMurray School District Safety

GBEB Harassment in the Workplace

GBL Personnel Records – Cumulative Records

IHEB Reporting Child Abuse

AE Safe and Caring Schools

GBE Staff Health and Safety

IF Student Rights and Responsibilities

IHF Student Safety