



EFFECTIVE:

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REVIEW:

1.0 POLICY

- 1.1 The Board believes in the importance of, and is committed to establishing and maintaining a safe and positive learning environment for all students and employees, including those who self-identify as either a sexual minority, including but not limited to: lesbian, gay, bisexual, transgender, transsexual, two-spirit, queer, gender fluid, or those who are questioning their sexual orientation or gender identity.
- 1.2 The Board believes that staff are better able to respond to matters associated with sexual orientation and gender identity when they have the benefit of: related education and professional development opportunities, as well as an awareness of, and access to, research and/or professional readings relative to this topic.

2.0 GUIDELINES

- 2.1 The school principal shall consult with staff, parents and students in the development of school based policies and practices that support the implementation of division Policy D/III/1.
- 2.2 School based rules and practices shall be subject to the approval of the Superintendent, or designate, and will be available to members of the school community in written form.
- 2.3 Policy D/III/1 shall be reviewed by the Board of Trustees on a yearly basis.
- 2.4 For the purposes of this policy definitions are as follows:

Lesbian: Of or relating to homosexuality between females.

Gay: Being sexually attracted to someone who is the same gender. Although *gay* can refer to both sexes, often it is used to refer solely to males. When the intended meaning is not contextually evident, the phrases *gay and lesbian* or *lesbian and gay* are commonly used.

Bisexual: A person who is attracted to people of their own gender and another gender.

References: *Policy D/III/1 – Equity, Diversity and Inclusion*
Policy E/I/11 – Harassment Policy
Admin Practice ES23 - Sexual Orientation and Gender Identity (in development)
Board Regulation 5 – Sexual Orientation and Gender Identity
The School Act: Section 4
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Alberta Human Rights Act



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Transgender: Relating to, or being a person (as a transsexual), who identifies with or expresses a gender identity that differs from the one which corresponds to the person's sex at birth.

Transsexual: A person who prefers to look, dress, and act like a member of the opposite sex; especially: someone who medically changes himself or herself into a member of the opposite sex.

Two spirit: Refers to a person who has both a masculine and feminine spirit, and is used by some First Nations people to describe their sexual, gender and/or spiritual identity. A person who feels that their body simultaneously manifests both a masculine and a feminine spirit, or a different balance of masculine and feminine characteristics than is usually seen in men and women.

Queer: An umbrella term sometimes used to refer to the entire LGBTQ (Lesbian, Gay, Bisexual, Transgender, Questioning) community.

Gender Fluidity: Gender fluidity conveys a wider, more flexible range of gender expression, with interests and behaviors that may even change from day to day. Gender fluid children do not feel confined by restrictive boundaries of stereotypical expectations of girls or boys. In other words, a child may feel that he/she is a girl some days and a boy on others, or possibly feel that neither term describes them accurately.

References: *Policy D/III/1 – Equity, Diversity and Inclusion*
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