

## **ADMINISTRATIVE PROCEDURE 416 SAFE AND CARING SCHOOLS: SEXUAL ORIENTATION AND GENDER IDENTITY OR EXPRESSION**

The following procedures are designed to ensure that all students and staff have access to safe and caring work and learning environments, regardless of sexual orientation, gender identity or expression.

### **1. DISTRICT RESPONSIBILITIES**

- 1.1. Education is the primary purpose of the district. The educational programs in Chilliwack schools shall include curriculum topics and learning resources that reaffirm the inclusion of all members of our community regardless of sexual orientation or gender identity. In addition, staff shall have resources and training available to help them promote the values of the district and its vision.
- 1.2. The district shall build greater awareness of and responsiveness to the harmful effects of isolation resulting from homophobic and or transphobic discrimination.
- 1.3. The district shall develop, promote and implement respectful and proactive strategies and measures to support students, staff and community members of all sexual orientations or gender identities.
- 1.4. The district shall establish consistent and widely understood and maintained school-based policies and practices to ensure that 2 Spirit, Lesbian, Gay, Bisexual, Transgendered, Queer/Questioning, Intersex, Asexual, Plus, (2SLGBTQIA+) members of school communities and their families are welcomed, accepted and included in all aspects of education and school life.

### **2. CONDUCT**

- 2.1. The district is committed to acting when there is evidence of discrimination and harassment as a result of sexual orientation, gender identity and expression.
- 2.2. Each school code of conduct shall include statements that prohibit language or behaviour that degrades or incites hatred, prejudice, discrimination or harassment towards others on the basis of sexual orientation, gender identity and expression.
- 2.3. All staff have the individual and collective responsibility to identify discriminatory attitudes and behaviours of students, staff and community members and strive to

eliminate systemic inequities and barriers for students, staff and community members who identify themselves based on sexual orientation, gender identity and expression.

- 2.4. All staff have an obligation to intervene in any interaction involving the use of homophobic and or transphobic statements, comments, and behaviours regardless of the speaker's intentions, and to convey that such comments are against policy and will not be tolerated in the school/worksite community.
- 2.5. The Safe and Caring Schools policies should be shared and reviewed annually as part of student and staff orientation to a school year and similar practices should be undertaken at all district sites.

### **3. CURRICULAR LEARNING, LIBRARY RESOURCES, SPORTS, FIELD EXPERIENCES**

- 3.1. Administrators shall actively support teachers striving to include in their teaching positive images and accurate information about history and culture which reflects the accomplishments and contributions of individuals and community members who are 2SLGBTQ+.
- 3.2. The district encourages the formation of Gender and Sexuality Alliance clubs (GSAs), where students or staff request this support
- 3.3. Teacher librarians shall be encouraged to examine their existing collections to restrict learning resources that contain homophobic and or transphobic bias as well as to consider this bias in any future purchasing of resources.
- 3.4. All students should be provided the same opportunities to participate in any sex-segregated athletic activities in accordance with their gender identity in accordance with the eligibility rules established by BC School Sports.
- 3.5. Transgender students may participate on competitive sports teams in sex-segregated sports in accordance with the eligibility rules established by BC School Sports.
- 3.6. Overnight field experience accommodations for transgender students will be considered on a case-by-case basis, in consultation with parents and school staff.
- 3.7. Students should be given accommodation that prioritizes their emotional and physical safety.

#### **4. WASHROOMS, CHANGE ROOMS AND SIGNAGE**

- 4.1. In circumstances where students are separated by gender, the decision will be the student's in consultation with parents and school staff.
- 4.2. The use of washrooms and change rooms by transgender students shall be assessed on a case-by-case basis, with the goals of maximizing the student's social integration, safety and comfort. This shall be done in consultation with the student, parents and appropriate school staff.
- 4.3. Each school will provide a least one easily accessible and clearly marked gender neutral washroom/change room for use by any student/staff.
- 4.4. The use of a gender-neutral washroom is a matter of choice for students/staff and not a compulsory requirement.

#### **5. HOME, SCHOOL AND COMMUNITY RELATIONS**

- 5.1. The district shall work to educate parents to prevent discrimination based on sexual orientation and gender identity and to promote the positive contributions of 2SLGBTQ+ people within society.
- 5.2. The district shall encourage partnerships that promote effective participation in the education process by community organizations who are supportive of the 2SLGBTQ+ issues and who are committed to the vision of the Chilliwack Board of Education.
- 5.3. The district shall acknowledge through its communications to students, staff, and the community that many students will identify as 2SLGBTQ+ or live in 2SLGBTQ+ families and shall be positively recognized and included as such at all grade levels.

#### **6. SELF IDENTIFICATION AND STUDENT RECORDS**

- 6.1. By request, staff will be addressed by their chosen name(s) and pronoun(s) that align with their gender identity and gender expression.
- 6.2. By request, students in consultation with parents will be addressed by their chosen name(s) and pronoun(s) that align with their gender identity and gender expression.

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- 6.3. If a student consents, such requests will be shared with appropriate teachers, and noted in any materials (i.e. class lists, timetables, ID cards, report cards, awards etc.) that are accessible to other staff members, including TTOCs.
- 6.4. The district shall ensure that all personal information relating to transgender students and staff shall be kept confidential in accordance with applicable privacy laws. School district staff shall not disclose any information that may reveal a student's transgender status or sexual orientation to others, unless legally required to do so or unless the student has authorized such disclosure.
- 6.5. Whenever permitted by law, requests made by a student or the parent/guardian to change an official record to reflect their preferred name and/or gender identity will be accommodated.