

ADMINISTRATIVE PROCEDURE 356 SAFE AND CARING SCHOOLS: SEXUAL ORIENTATION AND GENDER IDENTITY OR EXPRESSION

The Chilliwack School District (“the District”) has created the following procedures to ensure that all students and staff have access to safe and caring work and learning environments, regardless of sexual orientation and/or gender identity or expression.

The District recognizes the need for everyone to be well-informed and equipped with respectful language. Language is constantly evolving, and our practices and policies should reflect current standards and terminology which are supportive of an inclusive learning and working environment.

DISTRICT RESPONSIBILITIES

1. Education is the primary purpose of the District. The educational programs in the District shall include curriculum topics and learning resources that support the inclusion of all members of our community regardless of sexual orientation and/or gender identity or expression. In addition, staff shall have resources and training available to help them promote the District's values and vision.
2. The District shall build greater awareness of and responsiveness to the harmful effects of isolation resulting from homophobic and/or transphobic discrimination.
3. The District shall develop, promote, and implement respectful, proactive strategies and measures to support students, staff, and community members of all sexual orientations and/or gender identities or expressions.
4. The District shall establish consistent, widely understood and maintained policies, procedures 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 the learning and working environment.
5. The District will provide staff with professional development opportunities on relevant provisions of the School Act, Charter of Rights and Freedoms, and Human Rights Code, to increase awareness of our legal obligation to provide inclusive and respectful learning and working environments, and to promote action, dialogue, respect, and understanding.

SCHOOL AND STAFF RESPONSIBILITIES

1. The District is committed to taking effective action in response to discrimination and harassment based on sexual orientation and/or gender identity or expression.
2. Each school code of conduct shall include statements that prohibit discriminatory or harassing language or behaviour based on sexual orientation and/or gender identity or expression in accordance with Administrative Procedure 321: Student Code of Conduct.
3. All staff have the individual and collective responsibility to identify and strive to eliminate systemic inequities and barriers for students, staff and community members which are based on, or arise from, sexual orientation and/or gender identity or expression.
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, unless intervention could threaten the health or safety of the staff member, or another person. When these incidents occur, they must be brought to the attention of school administration or site supervisor immediately.
5. Policy 313 and Administrative Procedure 355: Safe Schools will 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.

CURRICULAR LEARNING, LIBRARY RESOURCES, SPORTS, FIELD EXPERIENCES, and EVENTS

1. Classroom resources, materials and activities will include age appropriate, positive images and accurate information about sexual and gender diversity, SOGI history and culture, which reflects the accomplishments and contributions of individuals and community members who are 2SLGBTQIA+.
2. The District encourages the formation of Gender and Sexuality Alliance clubs ("GSAs"), where students or staff request this support.
3. All students will be provided the same opportunities to participate in any sex-segregated athletic activities based on their gender identity under the eligibility rules established by BC School Sports.

4. School staff will support overnight field experience accommodations for gender-diverse students in accordance with Policy 373: Student Field Experiences and Administrative Procedure 370: Student Field Experiences.
5. School staff ensure students have accommodation that prioritizes their emotional and physical safety.

WASHROOMS, CHANGE ROOMS AND SIGNAGE

1. Individuals may choose to use washrooms and change rooms that match their gender identity, including non-gendered single-stall washrooms and change rooms.
2. Each site will provide at least one easily accessible and clearly marked non-gendered washroom/change room for individual use.
3. When gender-diverse students are anxious about choosing a washroom or changeroom, staff will assist them in making this decision on a case-by-case basis to maximize their social integration, safety, and comfort. This can be done in consultation with the student, parents/guardians/caregivers, and appropriate school staff.

HOME, SCHOOL, AND COMMUNITY RELATIONS

1. The District shall work to educate parents/guardians/caregivers to prevent discrimination based on sexual orientation and/or gender identity or expression and to promote the positive contributions of 2SLGBTQIA+ people within society.
2. The District shall encourage partnerships that promote effective participation in the education process by community organizations that support the 2SLGBTQIA+ issues and are committed to the vision of the Board of Education as per Policy 110.

SELF-IDENTIFICATION AND STUDENT RECORDS

1. The school community will address students and staff by their name(s) and pronoun(s) that align with their gender identity and/or expression. Formal requests (in writing) will be shared and noted in any materials (i.e. class lists, timetables, ID cards, report cards, awards, etc.) accessible to other staff members, including Teachers Teaching on Call ("TTOCs").
2. The District shall ensure that all personal information is confidential. District staff shall not disclose any information that may reveal a student's sexual orientation and/or gender identity or expression without student consent.

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3. The Ministry of Education and Child Care requires a legal name on official school documents. Whenever permitted by law, the District will accommodate requests made by students or parents/guardians/caregivers to change an official record to reflect their preferred name and gender identity.