

Section:	District Administration
Title:	Sexual Orientation and Gender Identity

Purpose:

To provide additional direction and guidance to support the Diversity, Equity, and Inclusion policy as it relates to Sexual Orientation and Gender Identity.

Policy

The Board recognizes and values diversity within the school community and supports every individual contributing to the strength of the School District's culture including and not limited to those who identify as two-spirit, lesbian, gay, bisexual, transgender queer, intersex, asexual, pansexual, (2SLGBTQIAP+) or who are questioning their sexual orientation or gender identity.

All students, employees, volunteers, administration, Trustees, contractors, visitors, user groups, tenants, or licensees, or any other persons who use School District facilities are expected to conduct themselves in accordance with the *BC Human Rights Code*, the *Canadian Human Rights Act*, and the School District's commitment to non-discrimination and human rights as outlined in the School District's Diversity, Equity, and Inclusion Policy, the Safe, Caring, and Respectful Schools Policy, and the Safe, Caring, and Respectful Workplaces Policy.

The School District recognizes its responsibility to provide a safe school and work environment that is free from harassment and discrimination, ensuring that 2SLGBTQIAP+ employees, and families are treated with dignity and respect at all times.

Guidelines

1. All students, employees, volunteers, administration, Trustees, contractors, visitors, user groups, tenants, or licensees, or any other persons who use School District facilities are expected to conduct themselves in accordance with the School District's commitment to non-discrimination, human rights, and cross-cultural understanding and treat all individuals who self-identify as 2SLGBTQIAP+.
2. All students, employees, volunteers, administration, Trustees, contractors, visitors, user groups, tenants, or licensees, or any other persons who use School District facilities are expected to be vigilant and take action against discriminatory attitudes and behaviour towards individuals who self-identify as 2SLGBTQIAP+.
3. Schools, classrooms, school grounds, worksites, and other spaces supporting a school or School District related activity must be free of discrimination, including sexual orientation and gender identity discrimination.
4. Students and employees who are out as lesbian, gay, bisexual, transgender, or transitioning to another gender will be given the support they require to do their work in a safe and respectful environment and are not to be negatively affected or disadvantaged in their academic or work advancement.

5. Allegations of homophobia, transphobia, or biphobia language, behaviour, or discrimination will be reported to the Teacher or Principal in the case of students. In the case of employees, allegations will be reported in accordance with the Safe, Caring and Respectful Workplaces Policy and Procedures.
6. Staff and students are expected to use language and behaviour that does not degrade, label, stereotype, or incite hatred, prejudice, discrimination, or harassment towards others based on their real or perceived sexual orientation or gender identification.
7. The confidentiality of the sexual orientation and gender identity of students and employees will be protected.
8. Training:
 - a. All employees are expected to develop knowledge, skills, and awareness to be able to identify and eliminate 2sLGBTQIAP+ discrimination and behaviours in the workplace, and foster dialogues of understanding and respect.
 - b. School counsellors are to receive training to be informed and familiar with expectations pertaining to human rights, anti-homophobia, anti-transgender phobia, discrimination, cultural diversity, and harassment, and to be sensitive to 2sLGBTQIAP+ students who are or whose family members are part of the 2sLGBTQIAP+ community.
 - c. Employees are to review this policy annually.
 - d. All new employees are to review this policy during onboarding and orientation.
 - e. All PACs and Trustees are expected to review this policy annually.
 - f. The School District will review and provide training for employees, trustees, Parent Advisory Councils, parents, and other partner groups, to help develop knowledge, skills, awareness, and strategies to identify and eliminate discrimination, including sexual orientation and gender identity discrimination, and to foster dialogues of understanding and respect within the school system.
9. Curriculum:

The School District will support and encourage staff to:

 - a. Discuss this policy using age-appropriate language and behaviour in accordance with school codes of conduct.
 - b. Adapt and include learning resources and strategies to provide opportunities for all students and staff to develop positive awareness with respect to 2sLGBTQIAP+ individuals, human rights, anti-discrimination and cultural diversity.
 - c. Create or acquire age appropriate, current, and relevant non-discriminatory learning resources for physical health education as outlined in the British Columbia Curriculum.
 - d. Support student learning that considers age- appropriate sexual orientation, gender identity, and anti-homophobia and anti-transphobia education, including the use of more inclusive resources.
 - e. Examine resources and curriculum to identify and guard against heterosexism bias that creates a discriminatory learning environment.
10. School and Community Relations:
 - a. The School District will continue to develop partnerships that promote effective participation in the education process by community organizations and 2SLGBTQIAP+ communities.
 - b. The School District will support inclusivity of groups such as Rainbow Clubs, Gay/Straight Alliance Clubs (GSAs), two-spirit clubs, or other groups supporting any 2sLGBTQIAP+ clubs in the School District.

11. Employment:

- a. Staff responsible for personnel selection are expected to receive training to enhance their sensitivity to human rights issues, including sensitivity to sexual orientation and gender identity.
- b. Staff will put processes in place to protect the confidentiality of the sexual orientation and gender identity of staff.
- c. The School District will fully support any employee who chooses to express their gender identity, or to transition from one gender to another.
- d. Employees will be provided with training and support to be able to identify discriminatory attitudes and behaviours as described in this policy. Employees are expected to eliminate inequities and barriers and prevent harm due to sexual orientation or gender identity.
- e. All employees are expected to conduct themselves in accordance with this Policy. Adhering to this policy is a term and condition of employment for all staff.

Date of Original Board Approval: April 22, 2014

**Date Amended: November 19, 2024, approved in principle
April 15, 2025**

*Legal Reference: Canadian Human Rights Act
Canadian Charter of Rights and Freedom
BC Human Rights Code Amendment Act Bill 27 (2016)*

*Cross Reference: District Administration: [Equity, Diversity, and Inclusion Policy](#)
School Administration: [Safe, Caring, and Respectful Schools Policy](#)
Human Resources: [Safe, Caring, and Respectful Workplaces Policy](#)*

*<https://humanrights.ca/story/what-two-spirit-part-one-origins>
<https://www.sogieducation.org/resources/>*