



**BOARD REGULATIONS**

Policy Number: A-160-BR

Policy: Sexual Orientation and Gender Identity

References: • A-160

1. Any language or behaviour that deliberately incites hatred, prejudice, discrimination or harassment towards student or staff on the basis of their actual or perceived sexual orientation, gender identity, or gender expression will not be tolerated. Principals shall specifically include the prohibition of such language and behaviour in all Student Codes of Conduct. Allegations of homophobic or transphobic 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 to the immediate supervisor or the Superintendent.
  
2. The principal shall designate at least one staff member to serve as a “safe contact” and will publicly advertise the availability of this person to support sexual and gender minority students and families.
  
3. When one or more students request the establishment of clubs or activities such as gay-straight alliances or queer-straight alliances, school administration shall permit the establishment of the student(s) organization or the holding of the activity. Students will have the right to call their club a gay-straight alliance (GSA) or a queer-straight alliance (QSA), after consulting with the principal. If no staff person is available or willing to serve as the club advisor, the principal will immediately contact the Superintendent who will then follow the procedures outlined in provincial legislation.
  
4. The Superintendent, or designate, will assist schools to develop inclusive programming that respects the sexual and gender minority’s unique identity, families, culture and communities. Teachers will be encouraged through these regulations to help students understand the unique perspective and realities of the sexual and gender minorities.
  
5. All students, regardless of their actual or perceived sexual orientation, gender identity or gender expression, shall be able to participate in physical education classes, athletic events, and extra-curricular activities in ways that are safe and consistent with their lived gender identity.

Implemented: May 10, 2017	Next Scheduled Review: 2020-2021
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6. All students shall, subject to safety and privacy considerations, have access to washroom and change room facilities that correspond with their lived gender identity.
  
7. Transgender students shall have the right to be addressed by their preferred name and pronouns. Student records will be changed when an independent student, parent or guardian requests a change in name and/or gender.
  
8. In keeping with Alberta's *Freedom of Information and Protection of Privacy Act*, all sexual and gender minority students, staff, and families have the right to confidentiality and privacy. This includes all student and employee records, forms, and processes.
  
9. The district shall commit to ongoing, constructive and open dialogue with sexual and gender minority communities to increase cooperation and collaboration among home, school and community.

Implemented: May 10, 2017

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