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|  <b>St. Albert<br/>PUBLIC SCHOOLS</b><br><br><b>BOARD POLICY</b> | Policy Number: A-160   |
|   | Policy: Sexual Orientation and Gender Identity   |
|   | References: <ul style="list-style-type: none"> <li>• A-150, Discrimination and Harassment</li> <li>• F-110, Student Conduct</li> <li>• <i>Alberta Human Rights Act</i></li> <li>• <i>Canadian Charter of Rights and Freedoms</i></li> <li>• <i>Alberta School Act</i></li> </ul> |

The Board is committed to establishing and maintaining a safe, inclusive, equitable, and welcoming learning and teaching environment for all members of the school community. This includes those students, staff, and families who identify or are perceived as lesbian, gay, bisexual, transgender, transsexual, two-spirit, queer or questioning their sexual orientation, gender identity, or gender expression. The Board expects all members of this diverse community to be welcomed, respected, accepted, and supported in every school.

All members of the school community have the right to learn and work in an environment free of discrimination, prejudice, and harassment. This right is guaranteed under the *Canadian Charter of Rights and Freedoms*, *Alberta Human Rights Act*, and *Alberta School Act*. These rights shall be supported, and enforced so that all members of the school community may work together in an atmosphere of mutual respect and appreciation for individual differences. The Board will not tolerate harassment, bullying, intimidation, or discrimination on the basis of a person's actual or perceived sexual orientation, gender identity, or gender expression.

The Board is committed to providing all sexual and gender minority students, staff, and families with the right to be treated fairly, equitably and with dignity and respect and have their confidentiality protected and respected. The board believes that gender and sexual minority staff and students have the right to self-identification and determination.

The Board expects that all sexual and gender minority students, staff, families and same sex parented families be fully included and represented in an inclusive, positive and respectful manner by all school personnel and to have the same access to supports and services and protections provided to heterosexual students and families. The board also expects these individuals will have avenues of recourse (without fear of reprisal) available to them when they are victims of harassment, prejudice, discrimination, bullying, and /or violence.

The Board is committed to supporting principals and their schools in implementing educational initiatives and developing school environments that respect the sexual and gender minority's unique identity, families, cultures and communities.

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| Implemented: June 26, 2013 | Next Scheduled Review: 2020-2021 |
| Last Review: May 10, 2017  | Page 1 of 1                      |