Administrative Procedure 309

Students

LEARNING ENVIRONMENTS THAT RESPECT DIVERSE SEXUAL ORIENTATIONS, GENDER IDENTITIES, AND GENDER EXPRESSION

Background

The Board is committed to establishing and maintaining a safe, inclusive, equitable, and welcoming learning and working environment. This includes students, staff members, and families who identify or are perceived as being lesbian, gay, bisexual, trans, two- spirit, queer, questioning and/or gender-diverse with respect to their sexual orientation, gender identity, or gender expression (hereinafter referenced as LGBTQ+). The Board expects members of diverse communities to be accepted, respected, welcomed, and supported. at STEM Collegiate.

Procedures

1. The Principal shall:

   1.1. Ensure that students and staff with diverse sexual orientations, gender identities and gender expressions:

      1.1.1. are treated with dignity and respect;

      1.1.2. have the right to be open about who they are, including expressing their sexual orientation, gender identity or gender expression without fear of unwanted consequences;

      1.1.3. are actively included in the collaborative decision-making process that supports the implementation of this administrative procedure; and

      1.1.4. have the right to privacy and confidentiality;

   1.2. Provide safe access to a washroom and/or change room for use by any student who desires increased privacy for any reason.

   1.3. Ensure as per the School Student Code of Conduct that any discriminatory or prejudicial attitudes, language or behaviors are addressed, whether they occur in person or in a digital form;

1.4. Ensure that a comprehensive school wide approach to foster social-emotional learning is utilized to promote healthy relationships, prevent and respond to bullying or discriminatory behaviors, attitudes and actions.

1.5. Ensure all families are welcomed and supported as valued members of the school community and that parents/guardians are encouraged to play an active role in their child's education;

1.6. Ensure all staff recognize the confidentiality of sexual orientation, gender expression and gender identity of all students and protect them from unwanted disclosure. Ensure all legislation such as the Freedom of Information and Protection of Privacy Act, the Personal Information Protection Act and the Health Information Act which governs the disclosure of personal information is adhered to by staff.

2. Principals shall grant immediately, permission for students to establish voluntary student organizations, or to lead an activity intended to promote welcoming, caring, respectful and safe learning environments that respects diversity and fosters a sense of belonging.

3. The school principal must within a reasonable time from the date that the principal receives the request designate a staff member to serve as the staff liaison to facilitate the establishment, and the ongoing operation, of the student organization or to assist in organizing the activity;

4. The principal shall immediately inform the school authority and the Minister if no staff member is available to serve as a staff liaison, and if so informed, the Minister shall appoint a responsible adult to work with the requesting students in organizing the activity or to facilitate the establishment, and the ongoing operation, of the student organization at the school;

5. The students may select a respectful and inclusive name for the organization or activity and that the principal shall not prohibit or discourage students from choosing a name that includes "gay-straight alliance" or "queer straight alliance" for an organization or activity;

6. The principal shall:

6.1. Be responsible for ensuring that notification, if any, respecting a voluntary student organization or an activity must be limited to the fact of the establishment of the organization or the holding of the activity. Notification,

if any, must be consistent with the usual practices relating to other student organizations and activities.

6.2. Ensure all legislation such as the Freedom of Information and Protection of Privacy Act, which governs the disclosure of personal information is adhered to by staff.

6.3. Ensure that all students have the right to dress and express themselves in a manner consistent with their gender identity or gender expression in accordance with school guidelines.

6.4. Ensure that existing dress codes are respectful and inclusive of the gender identities and gender expressions of all members of the school community and are reviewed regularly.

7. Staff Shall;

1. Overnight Trips and/or Field Trips;

1.1. Ensure that in planning field trips or school outings the needs of students who have diverse sexual orientations, gender identities and gender expressions are taken into consideration. It is important to make decisions regarding washroom and change room access prior to embarking on any field trips or school outings, in consultation with the student(s). Gender and sexual minority students may feel comfortable using public washrooms that align with their gender identity. Some students, however, may not feel comfortable with this option. Best efforts will be made to research the availability of gender or private washrooms at fieldtrip or out of school destinations.

1.2. When planning activities that involve the need for overnight or accommodation, staff shall ensure these issues are addressed on a case-by-case basis. There is no "one way" in which students are accommodated. Many factors are carefully considered including the needs and wishes of the student and their parents/guardians (where the student has consented), the facilities where students will be sleeping, the beds in which students would be sleeping, the supervision provided, etc.

1.3. School staff will make every reasonable effort to provide accommodations that are inclusive, respectful and acceptable to the student and that do not impose any additional expense or burden for the student and or their family. The privacy and confidentiality of the student will be maintained at all times.

2. Extra-Curricular and Physical Education Activities

    2.1. Ensure that students who choose to or are required to participate in physical education or extracurricular activities, including competitive and recreational athletic teams, can do so in ways that are comfortable for them and supportive of their diverse sexual orientations, gender identities and gender expressions. In circumstances where activities are organized by gender, students who are trans and gender-diverse have the support they need to participate safely in accordance with their gender identity and/or gender expression. Students also have full access to recreational or competitive athletic activities in accordance with their self-declared gender identity.

3. Student Records – maintain student records in a way that respects student's privacy and confidentiality and is following Alberta's privacy legislation and Student Record requirements.

    3.1. Students will be informed of any limitations regarding their chosen name and gender identity or gender expression in relation to official school records that require legal name and designation;

    3.2. School staff may use a student's chosen (i.e., preferred) name and pronouns on report cards or individualized learning plans or other school issued documents, provided the student has requested this in writing.

    3.3. Students should be advised that a legal name change is required if they desire their official Alberta Education documents to reflect their new name.

4. Minimize gender-segregated activities

    4.1. Staff will be mindful of the practice of segregating students by gender in academic (i.e. health), athletic, or other contexts to the greatest extent possible in order to increase opportunities to respect students' full expression of who they are and allow them to play, learn, dress, present, and express themselves in flexible and diverse ways that are congruent with their gender identity or gender expression.

4.2. When there are segregated educational, recreational, or competitive activities, students who are trans or gender diverse have the right to participate in these activities in ways that are safe, comfortable, and congruent with their gender identity or gender expression.

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