

Administrative Procedure 171

Sexual Minority/Sexual Orientation/Gender Identity Background

The District is committed to establishing and maintaining a safe and positive learning environment for all students and employees including those who self-identify as a member of a sexual minority (including but not limited to those who identify as lesbian, gay, bisexual, transgender, transsexual, two-spirit, queer or who are questioning their sexual orientation or gender identity). While the District recognizes and reaffirms its commitment to the anti-discrimination principles and values contained in the B.C. Human Rights Code, Canadian Human Rights Act, and Canadian Charter of Rights and Freedoms through Administrative Procedure 170 (Diversity and Human Rights), it also recognizes the need to provide a safe environment, free from harassment and discrimination, while ensuring that sexual minority students, employees, and families are treated with respect and dignity while being welcomed and included in all aspects of education and school life.

Procedures

1. Conduct

All students, employees, contractors, visitors, or any other persons who use District facilities shall be expected to conduct themselves in accordance with the District's commitment to non-discrimination, human rights, and cross-cultural understanding as set out in Administration Procedure 170 and this Administrative Procedure. In order to reflect the District's commitment to supporting anti-homophobia, nondiscrimination, human rights, and cross-cultural understanding, the District shall expect:

1. All employees will be sensitive to individual discriminatory attitudes and behaviours towards individuals who self-identify as a part of a sexual minority so that all students are treated with fairness and respect.
2. Allegations of homophobic language, behaviour, or discrimination will be reported to the Teacher/Principal in the case of students, and to the immediate supervisor in the case of employees.
3. Schools to discuss age appropriate language and behaviour in accordance with their school's code of conduct.
4. School and classroom environments are free of homophobia.
5. It is expected that staff and students use language and behaviour that does not degrade, label, stereotype, and incite hatred, prejudice, discrimination or harassment towards others on the basis of their real or perceived sexual orientation or gender identification.

2. Curriculum

The District will encourage staff to:

1. Adapt and include current learning resources and strategies to provide opportunities for all students and staff to develop positive awareness with respect to human rights, anti-discrimination and cultural diversity related to sexual minorities.

3. Staff and Student Training

1. The District will provide school counsellors with support and opportunities for training so that they are informed and familiar with expectations pertaining to human rights, anti-homophobia, discrimination, cultural diversity, and harassment as well as to be sensitive to sexual minority students and those with sexual minorities in their families.
2. The District will provide support and opportunities for training for all staff, elected trustees, and Parents' Advisory Councils to develop their knowledge, skills, awareness, and behaviours to identify and eliminate homophobic practices and to foster dialogue that creates understanding and respect for diversity.

4. School and Community Relations

1. The District will continue to develop partnerships that promote effective participation in the education process by representative organizations and sexual minority communities that are committed to the mission of the Board.
2. The District will continue to support the existence of Gay/Straight Alliance clubs (GSAs) in secondary schools.

5. Employment

1. Conduct consistent with this Administrative Procedure is considered to be a term and condition for employment for all staff.
2. The District is committed to taking reasonable steps to ensure that District employees responsible for personnel selection shall be provided with training to enhance their sensitivity to human rights issues, including sensitivity to sexual minority issues.
3. The District will ensure that the confidentiality of the sexual orientation and gender identity of staff will be protected. Employees who self-identify as a sexual minority will be given the support they require to do their work in a safe and respectful environment.