



*To nurture curiosity, resilience and joy in all*

---

## 221 SEXUAL ORIENTATION, GENDER IDENTITY & GENDER EXPRESSION

The Board of Education is committed to establishing and maintaining a safe, inclusive, equitable and welcoming learning and working environment for all members of the school community regardless of sexual orientation, gender identity, and gender expression. This includes, lesbian, gay, , bisexual, transgender, Two-Spirit, queer, intersex, asexual, those questioning their sexual orientation or gender identity or expression and more (LGBT2SQIA+).

The Board will provide an environment where everyone feels safe, free from harassment and discrimination, while also promoting pro-active strategies and procedures to ensure that LGBT2SQIA+ students, employees and families are welcomed and included in all aspects of education and school life and treated with respect and dignity.

The Board believes that all LGBT2SQIA+ students, staff and families have the right to:

- self-identification and determination;
- have their confidentiality respected and protected;
- have their unique identities, families, cultures, and communities included, represented, valued and respected; and
- be made to feel safe within all aspects of the school environment.

The Board is committed to the following supports and communications:

- positive and open conversation with LGBT2QIA+ communities to increase cooperation and collaboration among home, school and the community.
- acknowledgement through its communication to students, staff, and the community that some students are LGBT2QIA+ and/or live in LGBT2QIA+ families and need to be positively recognized and included as such.
- establishment and maintenance of Straight and Gay Alliance clubs, groups or programs.
- provision of professional development activities as opportunities to enhance schools and workplaces as caring, accepting and diverse learning environments.
- development and maintenance of effective procedures to respond to complaints of homophobic, transphobic, biphobic and heteronormative behaviours including discrimination, harassment, and exclusion.
- the use of developmentally appropriate resources that promote understanding and respect for LGBT2QIA+ individuals.