

Administrative Procedure 353

SEXUAL MINORITY (SEXUAL ORIENTATION/GENDER IDENTITY)

Background

The Delta School 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-spirited, queer, pansexual, or who are questioning their sexual orientation or gender identity). 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. 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 at all times.

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 this Administrative Procedure.

In order to reflect the Delta School District's commitment to supporting anti-homophobia, anti-transgender phobia, non-discrimination, human rights, and cross-cultural understanding, the District expects:

1. All students, employees, contractors, visitors, or any other persons who use District facilities will be vigilant and take action against individual discriminatory attitudes and behaviours towards individuals who self-identify as a part of a sexual minority, so that all students and staff are treated with fairness and respect.
2. Allegations of homophobic 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.
3. Schools to discuss these issues using age appropriate language and behaviour in accordance with their school's code of conduct.
4. School and classroom environments to be free of sexual minority and gender identity discrimination.
5. Staff and students will use language and behaviour that does not degrade, label, stereotype, or incite hatred, prejudice, discrimination or harassment towards others on the basis of their real or perceived sexual orientation or gender identification.

2. Staff Training

1. The District will require school counsellors to have training so that they are informed and familiar with expectations pertaining to human rights, anti-homophobia, anti-transgender phobia, 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 required training for all staff, elected Trustees, and Parent Advisory Councils to develop their knowledge, skills, awareness, and behaviours to identify and eliminate sexual minority and gender identity discrimination, and to foster dialogue that creates understanding and respect.
3. The District will require an online Discriminatory and Sexual Minority and Gender Discrimination Training Program be completed by all new personnel hired, similar to the general staff safety training.

3. Curriculum

The District will support and encourage staff to:

1. Adapt and include current recommended 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 and gender identity.
2. Create or acquire appropriate, current, and relevant recommended learning resources for sex education.
3. Support homophobia and transphobia education at all grade levels and embedding LGBTQ education into the existing curriculum, using age appropriate language and seek to also include examples of more inclusive resources.
4. Examine library resources and curriculum to identify heterosexism bias.

4. School and Community Relations

1. The District will continue to develop partnerships that promote effective participation in the education process by community organizations and sexual and gender minority communities.
2. The District will continue to support the existence of Gay/Straight Alliance Clubs (GSAs) in Delta 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 and gender identity issues in a safe, respectful and accepting environment.

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 or gender minority will be given the support they require to do their work in a safe and respectful environment.
4. Employees who choose to be out or to transition from one gender to another will be fully supported by the district.

All employees of the school district will be supported in being able to identify discriminatory attitudes and behaviours as described in this policy, and are expected to be committed to eliminating the harm, inequities and barriers that might exist in relation to orientation and gender identity.

In the interest of safe and supportive environments, the district is committed to ensuring that the confidentiality of the sexual orientation and gender identity of students and employees will be protected. Students and employees who are out as lesbian, gay, bisexual, transgender, or transitioning to another gender, will be given the support they require to do their work in a safe and respectful environment.