

**MEDICINE HAT SCHOOL DISTRICT NO. 76**

**SEXUAL ORIENTATION AND GENDER IDENTITY**

**BACKGROUND**

All members of the school community have the right to work and learn in an environment free of discrimination, prejudice, and harassment.

**POLICY**

The Board of Trustees 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 but is not limited to those students, staff, and families who identify or are perceived as lesbian, gay, bisexual, transgender, transsexual, two-spirit, queer, heterosexual or questioning their sexual orientation, gender identity, or gender expression. The Board of Trustees expects all members of this diverse community to be welcomed, respected, accepted, and supported in every school.

As a public, inclusive school system, when planning for individual students the rights, needs and privacy of all students will be considered.

Sexual Orientation and Gender Identity rights, including self-identification and determination, will be protected under District policy as is guaranteed under the Canadian Charter of Rights and Freedoms, Alberta Human Rights Act, and Alberta School Act.

**GUIDELINES**

1. The Board of Trustees is committed to implementing measures that will:
  - a. define appropriate expectations, behaviours, language, and actions in order to prevent discrimination, prejudice, and harassment through greater awareness of, and responsiveness to, their harmful effects;
  - b. ensure that all such discriminatory behaviours and complaints will be taken seriously, documented, and dealt with expeditiously and effectively, including complaints about vexatious or frivolous self-identification;
  - c. foster understanding of the lives of sexual and gender minorities and their families, cultures, and communities;
  - d. provide support, upon request, for the implementation of a gay-straight alliance, or similar club in their school;
  - e. develop, implement, and evaluate inclusive educational strategies, professional learning opportunities, and administrative procedures to ensure that sexual and gender minority students, as well as all members of the school community, are welcomed and treated with respect and dignity;

- f. when a student discloses, staff will encourage without coercion, the student to communicate with their parents/guardians and seek their support.
2. All future amendments to this policy shall be in accordance with our existing policy amendment procedures.

**Approved and Adopted:  
March 29, 2016**

**Revised:  
May 16, 2017**

## **REFERENCES**

Alberta School Act  
Alberta Human Rights Act  
Alberta Teachers Association Declaration of Rights and Responsibilities  
Canadian Charter of Rights and Freedoms  
United Nations Convention on the Rights of the Child District  
Policy 207 – District Council of School Councils  
District Policy 621 – Welcoming, Caring, Respectful, and Safe Learning  
Environments The Legislative Assembly of Alberta – Bill 10