

## **172 SEXUAL ORIENTATION AND GENDER IDENTITY**

### **Background**

The Division is committed to establishing and maintaining a safe and positive learning environment for all Canadian Rockies School Division students and employees, as provided for under the Alberta Human Rights Act and the Canadian Charter of Rights and Freedoms. Staff members employed by CRSD and students enrolled in a school operated by CRSD, will not be discriminated against, as provided for in the Alberta Human Rights Act or the Canadian Charter of Rights and Freedoms. . Every student, including those students who identify as lesbian, gay, bisexual, transgender, two-spirit, queer, questioning and/or gender diverse, will be provided the educational opportunities and supports needed to be successful in school.

### **Procedures**

#### **1. Conduct**

All students, employees, contractors, visitors, or any other persons who use Division facilities shall be expected to conduct themselves in accordance with the Division's commitment to non-discrimination, human rights, and cross-cultural understanding as set out in Administration Procedure 351, CRPS Code of Conduct and this Administrative Procedure.

In order to reflect the District's commitment to supporting anti-homophobia, anti-transphobia non-discrimination, human rights, and cross-cultural understanding, the District shall expect:

- a. all employees will be sensitive to individual discriminatory attitudes and behaviors towards individuals who self-identify as a part of a sexual or gender minority so that all students are treated with fairness and respect;
- b. allegations of homophobic or transphobic language, behavior, or discrimination will be reported to the Teacher/Principal in the case of students, and to the immediate supervisor in the case of employees;
- c. school and classroom environments are free of homophobia, transphobia and heterosexism;
- d. staff and students will 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, gender identity or gender expression.

## 2. Maintaining School Records

- a. Official school records must reflect the student's legal name as registered under the Vital Statistic Act.

## 3. Notification and Consent for name and Pronoun Changes

- a. When a student aged 15 and under makes a request to be referred to by new pronouns, a new gender-related preferred name, or a preferred name distinctly different from their legal name, the Principal shall immediately notify the student's parents/guardians and seek consent. The Principal shall discuss the requirement to seek parental/guardian consent with the student first. If the student wishes to continue with their request then the Principal shall seek consent from the parent/guardian.
- b. When a student aged 16 or 17 who is not an Independent Student makes a request to be referred to by new pronouns, a new gender-related preferred name, or a preferred name distinctly different from their legal name, the Principal shall immediately notify the student's parents/guardians. The Principal shall discuss the requirement to inform parents/guardians with the student first.
- c. When the Principal believes that notification as outlined in clauses 3.1 and 3.2 is reasonably expected to result in harm to the student, the Principal shall ensure the student receives assistance prior to notification.

## 4. Dress Codes

- a. Schools and school authorities will ensure existing dress codes are flexible, gender inclusive and respectful of the fact that all students and staff have a right to dress in a manner that is consistent with their gender identity or gender expression.

## 5. Curriculum

The Division will encourage staff to:

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 and gender minorities. Where courses materials, instruction, or exercises include subject matter that deals primarily and explicitly with gender identity, sexual orientation or human sexuality CRPS staff will notify parents and provide the opportunity to opt their child into the learning.

Schools will reduce gender-segregated activities to the greatest extent possible

- a. Where possible, all students participate in curricular/extra-curricular activities that are comfortable and supportive of diverse sexual orientations, gender identity and gender expressions. Eligibility for participation in extra curricular activities will adhere to the Fairness and Safety in Sport Act and policies set out by applicable n-scope organizations.

#### 6. Washrooms/Change Rooms

- a. Students/staff have access to a single stall washroom
- b. Students/staff will be offered privacy options in relation to change rooms
- c. When travelling for outside events, staff should ensure accommodations for changing, showering and washroom facilities for students and staff

#### 7. Overnight Trips

All students are to be included on school field trips and overnight field trips and shall be housed in a safe and respectful manner. Accommodation arrangements for overnight field trips shall be addressed on a case by case basis and numerous factors may be considered.

#### 8. Professional Learning

- a. To assist all staff to become more knowledgeable about sexual and gender minority identities, cultures, and communities; Inclusive Learning will provide professional learning opportunities to assist all staff to acquire the knowledge, skills, attitudes, and appropriate teaching practices necessary to create safe, inclusive, equitable, and respectful schools regardless of how students are perceived or identified.
- b. The Division will provide staff with support and opportunities for training so that they are informed and familiar with expectations pertaining to human rights, anti-homophobia, anti-transphobia, discrimination, cultural diversity, and harassment as well as to be sensitive to sexual and gender minority students and those with sexual and gender minorities in their families.
- c. The Division will provide support and opportunities for training for all staff, elected trustees, and School Councils to develop their knowledge, skills, awareness and behaviors to identify and eliminate homophobic, transphobic, and heterosexist

practices and to foster dialogue that creates understanding and respect for diversity, equity, and human rights.

#### 9. Teaching and Learning Resources

- a. Learning and teaching resources dealing primarily and explicitly with gender identity, sexual orientation or human sexuality must be approved by the Minister of Education.
- b. External parties presenting learning and teaching resources dealing primarily and explicitly with gender identity, sexual orientation or human sexuality must be approved by the Minister of Education.

#### 10. School and Community Relations

- a. The Division will continue to develop partnerships that promote effective participation in the education process by representative organizations and sexual and gender minority communities that are committed to the mission of the Board.
- b. The Division will continue to support the existence of Gay/Straight Alliance Clubs (GSAs) in schools.

#### 11. Employment

- a. Conduct consistent with this Administrative Procedure is considered to be a term and condition for employment for all staff.
- b. The Division is committed to taking reasonable steps to ensure that Division employees responsible for personnel selection shall be provided with training to enhance their sensitivity to human rights issues, including sensitivity to sexual and gender minority issues.
- c. The Division 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, inclusive and respectful environment.

#### References

Section 3,16, 31, 33, 52, 56, 196, 197, 222, 225 Education Act  
West Vancouver Board of Education Administrative Procedures Manual, Administrative Procedure 171  
Winnipeg School Division: Safe and Caring Policy Transgender and Non-Conforming Students and Staff  
Alberta Schools' Athletic Association: Policy Handbook

Guidelines for Best Practices: Creating Learning Environments that Respect Diverse Sexual Orientations, Gender identities and Gender Expressions (Alberta Government)

Alberta Human Rights

Canadian Charter of Rights and Freedoms Code of Professional Conduct for Teachers and Teacher -Leaders

Canadian Rockies Public Schools Administrative Procedures 170, 171, 351, 380, 409

Canadian Rockies Public Schools Code of Conduct

Bill 24 An Act to Support Gay-Straight Alliances

Education Amendment Act

Fairness and Safety in Sport Regulation

Fairness and Safety in Sport Act

## **History**

Developed:	August 2003
Amended:	May 2018
Amended:	February 2020
Amended:	August 2025