



# Policy

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No. 204

## Sexual Orientation and Gender Identity

### Statement of Values

The Board recognises that students and other school community members identifying as lesbian, gay, bisexual, transgender, transsexual, two-spirit, intersex, queer of questioning (LGBTTTTIQQ) face a unique set of challenges within our schools and communities. This often results in a struggle with a variety of profound social consequences including discrimination, harassment, physical and sexual violence, social and emotional isolation, substance abuse, homelessness, school truancy and drop out, self-harm and suicide. The Board recognises that each member of the school and district community must share the responsibility for supporting all students in addressing and facing these challenges and that the district is responsible for providing an education system that is safe, welcoming, inclusive and affirming for its students, employees and community members. The Board commits to creating this environment for all students and employees regardless of sexual orientation and/or gender identity with special attention paid to supporting those who identify as LGBTTTTIQQ.

### Policy Statement

The Board of Education (the “Board”) 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 real or perceived sexual orientations, gender identities, and gender expressions. The Board is particularly committed to supporting those who identify as lesbian, gay, bisexual, transgender, transsexual, two-spirit, intersex, queer of questioning (LGBTTTTIQQ).

The Board is committed to the letter and spirit of the *Canadian Charter of Rights and Freedoms*, the *BC Human Rights Code*, related Board policies and the *Collective Agreements*.

Specifically, the Board will not tolerate hate crimes, harassment, discrimination or intimidation, and will vigorously enforce policy and regulations dealing with such matters. This policy is drafted to ensure that homophobic complaints are taken seriously and dealt with expeditiously and effectively through consistently applied policy and procedures. The Board will promote strategies to ensure the LGBTTTTIQQ community is welcomed and included in all aspects of education and school life and treated with respect and dignity. The Board will not permit any behaviours contrary to these commitments whether by commission or by failing to act to bring such behaviours to an end, and is committed to providing support and assistance to those who may be the intended or unintended targets of such behaviours. SD 87 Stikine.

Statutory References: *Canadian Charter of Rights and Freedoms*, the *BC Human Rights Code*, *Ministerial Order 276/07*

Date: 2016.02.04