

AP 173 – SEXUAL ORIENTATION, GENDER IDENTITY AND GENDER EXPRESSION

Background

The District is committed to establishing and maintaining a safe, inclusive and welcoming environment for all students and their families, employees and volunteers including those who identify as or are perceived to be lesbian, gay, bisexual, transgender, transsexual, two-spirit, queer or questioning their sexual orientation, gender identity or gender expression (2SLGBTQIA+). This environment is to be free of discrimination, harassment and intimidation.

The District supports the definitions of gender diversity and sexual orientation as defined by the [Province of British Columbia](#) and the [Government of Canada](#).

When considering aspects of this procedure, it is important to keep in mind that gender is fluid and non-binary and that this policy does not anticipate every situation that might occur with respect to sexual orientation or gender identity. Each circumstance must be assessed on an individual basis with the intent to protect the rights and safety of all students and staff, and with compliance to the *Human Rights Code* and the *School Act*.

Procedures

1. Safe, Inclusive and Welcoming Environment Free of Harassment
 - 1.1. The District is committed to and operates under the procedures outlined in [AP 169: Identity, Belonging and Connection](#) as well as [Policy 25: Identity, Belonging and Connection](#).
2. Staff Development
 - 2.1. The District will encourage all staff to participate in learning opportunities regarding 2SLGBTQIA+ issues.
 - 2.2. The District will make age-appropriate 2SLGBTQIA+ learning resources available for staff to incorporate into their practice.
3. Privacy and Confidentiality (students and staff)

The District recognizes that an individual's gender identity is their personal information and the District commits to respect the confidentiality of that information and the privacy of the individual, subject to legal obligations of disclosure.

3.1. 2SLGBTQIA+ Students

- 3.1.1. The Principal will not disclose a student's identity as 2SLGBTQIA+ to anyone, including the student's parents or guardians, without that student's consent, subject to legal obligations of disclosure.
- 3.1.2. The Principal will use the student's legal name and gender on the permanent record and, if the student requests, any other name they wish to be recorded on the permanent record.
- 3.1.3. The onus is on the student or the student's parent to notify the Principal of a change of legal name or gender and provide copies of government-issued identification reflecting that change.
- 3.1.4. The Principal will consult with the student about their preference for name and gender on school records, including communications that may be sent to the student's home and will respect their choice.

3.2. 2SLGBTQIA+ Employees

- 3.2.1. The employer will not disclose an employee's identity as 2SLGBTQIA+ without that employee's consent, subject to legal obligations of disclosure.
- 3.2.2. The employer will use an employee's legal name on all official records. The onus is on the employee to notify the employer of a change of legal name or gender and provide copies of government-issued identification reflecting that change.
- 3.2.3. The employer will use an employee's chosen name and gender unless otherwise required on official records.

3.3. 2SLGBTQIA+ Volunteers in Schools and School Sanctioned Events

- 3.3.1. The District will not collect information about a volunteer's identity as 2SLGBTQIA+.

4. Restrooms and Change Rooms

- 4.1. The District will, where reasonably practical, ensure that each school or other District facility has at least one gender-neutral restroom available for any individual's use, whether or not they have identified as 2SLGBTQIA+.
- 4.2. Where change rooms are provided in a school for student use or in any school or other District facility for employee use, the District will, where reasonably practical, ensure that alternatives to gender segregated change rooms are provided for any individual's use, whether or not they have identified as 2SLGBTQIA+.

Reference: Sections 20, 22, 65, 85, 177 School Act
BC Human Rights Code
Workers' Compensation Act
Occupational Health and Safety Regulation
Ministerial Order 276/07 Provincial Standards for Codes of Conduct Order
Province of British Columbia
Government of Canada

Adopted: October 22, 2015
Amended: September 1, 2018
Amended: February 25, 2025