

Administrative Procedures for Policy 412: Supporting Sexual Orientation, Gender Identity and Gender Expression

Policy 412: Revised in December 2016



2016 Revision of Policy 412 evolved our focus from **anti-homophobia** to one that concentrated on **supporting inclusion**

Policy 412: Supporting Sexual Orientation, Gender Identity and Gender Expression

Print copy
Adopted: May 25, 2006
Revised: May 16, 2007
Revised: December 6, 2016

Policy

The Board of Education of the North Vancouver School District is strongly committed to recognizing and supporting the many ways in which diversity is expressed in our classrooms and throughout our school communities. Students, staff, and their family members who are Lesbian, Gay, Bisexual, Transgender, Two-Spirit, Queer and Queer Questioning (LGBT2Q+) richly enhance all aspects of our school district. The Board of Education is committed to establishing and maintaining a safe and inclusive learning and working environment for all students, employees and their respective families regardless of real or perceived sexual orientation or gender identity and/or gender expression. The Board will provide a safe environment, free from harassment and discrimination, for all members of the school community, while also supporting proactive strategies and guidelines to fully include and recognize the rich contributions of this diverse community of people within our society as a whole.

All LGBT2Q+ students, employees and their respective families have the right:

- To have their confidentiality protected and respected;
- To self-identification and self-determination; and
- To have their identities, families and communities represented, respected and recognized within all aspects of the school environment

In order to provide leadership on the issues of sexual orientation, gender identity and/or gender expression, the Board is committed to:

- Ensuring inclusion of all students, employees and their respective families in all aspects of school life regardless of their sexual orientation, gender identity and/or gender expression
- Defining appropriate expectations, language, behaviours and actions in order to prevent discrimination or harassment based on real or perceived sexual orientation, gender identity and/or gender expression
- Ensuring that complaints of discrimination or harassment based on real or perceived sexual orientation, gender identity and/or gender expression are taken seriously and dealt with expeditiously and effectively through consistently applied policy and procedure
- Raising awareness, improving understanding and recognizing the lives of people who identify as LGBT2Q+

These goals and objectives align with the Canadian Human Rights Act, the BC Human Rights Code, the Collective Agreement between North Vancouver School District and Canadian Union of Public Employees 309 and the Collective Agreement between North Vancouver School District and the North Vancouver Teachers' Association.

Subcommittee Members



Debra Dennehy - NVPAC
Cyndi Gerlach - BOE
Jeremy Church - NOVA
Carolyn Pena - NVTA
Raphael Choi - NVTA
Vince White - Chair

Meeting Dates & Consultation



- **Initial Meeting**
Defining Scope of Work - October 2019
- **Scheduled Consultations to Explore Areas of Focus**
School & District Forms (Review & Creation)
Cheakamus Centre / Overnight Stays
PE Classes / Athletic Programs
Gender Inclusive Systems & Structures
- **Initial Draft reviewed by District Policy Review Committee - October 2020**
- **Stakeholder Groups Reviewed Draft and Provided Feedback - Jan 2021**

Policy 412: Administrative Procedures



The North Vancouver School District shall make ongoing efforts to promote and support inclusion as it relates to sexual orientation and gender identity and expression including efforts to dismantle existing systems and structures that may represent barriers to this area of diversity.

This shall include, but not be limited to,:

- Increasing visibility and awareness of sexual orientation and gender identity by acknowledging national and international days of recognition (*i.e., International Day Against Homophobia, Pride Week, Trans Day of Remembrance, Trans Day of Visibility*)
- Increasing visibility and awareness of sexual orientation and gender identity through school announcements, flags and posters in classrooms and throughout school communities

Policy 412: Administrative Procedures



This shall include, but not be limited to,; (*continued*)

- Making available books and resources that represent diversity in sexual orientation and gender identity and expression
- Increasing awareness of macro/micro aggressions within school communities
- Increasing awareness of heteronormative and gender specific language
- Promoting inclusive language options
- Using gender-neutral language, including pronouns, when acknowledging groups of people
- Building gender-neutral washroom options in new constructions and renovations
- Examining existing and new school activities and events to ensure that they do not reinforce heteronormative expectations and/or gender stereotyping.

Policy 412: Administrative Procedures



Additionally, the following administrative procedures will be implemented

Washrooms/Changerooms:

In the North Vancouver School District, students and staff will be able to choose the washroom and changeroom that aligns with their gender identity and expression. School Administrators shall also ensure that a designated, gender-neutral, single occupancy washroom and changeroom is available. Universal bathroom signage shall be used indicating accessibility for everyone.

Policy 412: Administrative Procedures



Overnight Trips and Accommodations:

School personnel are responsible for making accommodation arrangements for overnight trips. This will include offering students and staff accommodation arrangements that align with their gender identity and expression.

Careful consideration will be given to how arrangements are organized in a way all students and staff feel safe and included.

Reference to these administrative procedures shall be included in all overnight accommodation consent forms.

Policy 412: Administrative Procedures



School and District Forms:

All forms used in the North Vancouver School District shall incorporate gender neutral language.

Students will be asked to indicate their gender only in circumstances in which there is a clearly identified need for this information. In such instances, students and their families shall be provided a non-binary option.

Policy 412: Administrative Procedures



Classes/Programs/Courses:

Classes and programs shall not be gender designated unless there is a clear pedagogical purpose for doing so. In all instances in which a gender designated class or program exists, students shall be permitted to register and attend in alignment with their gender identity and expression.

All Board/Authority Authorized (BAA) courses shall be reviewed to ensure they do not have gender specific curriculum. Whenever a gender designated class or program is offered, schools shall indicate in their course program guide that students will be permitted to register in alignment with their gender identity and expression.

Examples:

- Course with curriculum: PE 8 or PE 9
- Class: PE 8 Girls and PE 8 Boys
- Programs: iGirl, iBoy, SafeTeen

All athletic programs in North Vancouver School District shall adhere to guidelines established by BC School Sports Association in relation to supporting gender identity and expression in competitive sport.

Thank you

