

POLICY 412: SUPPORTING SEXUAL ORIENTATION, GENDER IDENTITY AND GENDER EXPRESSION 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
- 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.

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.

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.

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.

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. 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.

All Board/Authority Authorized (BAA) courses shall be reviewed to ensure they do not have gender specific curriculum.

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.

Resources:

[Policy 412: Supporting Sexual Orientation, Gender Identity and Gender Expression](#)