

412 Supporting Sexual Orientation, Gender Identity and Gender Expression

Adopted: May 25, 2006

Revised: May 16, 2007

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Policy

The Board of Education of the North Vancouver School District (No. 44) 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 pro-active 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 389 and the Collective Agreement between North Vancouver School District and the North Vancouver Teachers' Association.

Resources

[Canadian Human Rights Act](#)
[BC Human Rights Code](#)