



## SCHOOL DISTRICT NO. 50 HAIDA GWAI BOARD POLICY MANUAL

**POLICY D.7 (Formerly 1260)**  
**SEXUAL ORIENTATION**  
**APPROVED MARCH 2010**  
**REVISED APRIL 2013**

### POLICY

The Board will promote a safe environment, free from harassment and discrimination, by encouraging pro-active strategies and guidelines to ensure that lesbian, gay, bisexual, transgender, questioning, and intersex students, employees and families are welcomed and included in all aspects of education and school life and treated with respect and dignity. Issues of direct harassment may be addressed through Collective Agreements, Policy 1240 Code of Conduct, Policy 1250 Harassment, and Policy 1251 Progressive Discipline.

### PROCEDURES

Any language or behaviour that degrades, denigrates, labels, stereotypes, incites hatred, prejudice, discrimination, harassment towards students or employees on the basis of their real or perceived sexual orientation or gender identification will not be acceptable. Accordingly, inappropriate behaviour will be addressed in a rational, educational, and progressive disciplinary manner by each school's administration. Schools are expected to communicate, through their Codes of Conduct, the appropriate expectations regarding acceptable and unacceptable behaviour.

- *The District will support the inclusion of LBGTQ issues in professional development*
- *Schools are encouraged to support age appropriate activities that promote an understanding of the LBGTQ community and the impact of discrimination*
- *Schools will ensure resources are allocated to materials that positively reflect the diversity of our community*
- *New Teacher Orientation will include opportunity for new teachers to increase their knowledge and awareness of issues around diversity and discrimination*
- *An advisory committee will be formed of 2 teachers, 2 principals, 1 district Administrator, 1 Trustee, 2 support staff to review this policy and its implementation.*
- *The Advisory Committee will allocate funding to LBGTQ resources and professional development on an annual basis.*

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