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**POLICY 2.3.2      SEXUAL ORIENTATION, GENDER IDENTITY AND GENDER EXPRESSION**

The Board is committed to establishing and maintaining safe, inclusive, and welcoming learning and working environments for all members of the school community regardless of sexual orientation, gender identity, and gender expression.

Lesbian, gay, bisexual, transgender, two-spirit, queer, intersex, asexual, those questioning their sexual orientation or gender identity or expression and more (LGBT2SQIA+) students, employees and families are welcomed and included in all aspects of education and school life and treated with respect and dignity.

Guidelines

1. 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 is not acceptable. Accordingly, inappropriate behaviour will be addressed in a rational, educational, and progressive disciplinary manner by each school's administration.
2. Schools are expected to communicate, through their Codes of Conduct, the appropriate expectations regarding acceptable and unacceptable behaviour.
3. The District will support the inclusion of (LGBT2SQIA+) issues in professional development.
4. Schools are encouraged to support age-appropriate activities that promote an understanding of the (LGBT2SQIA+) community and the impact of discrimination.
5. Schools will ensure resources are allocated to materials that positively reflect the diversity of our community

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Legislative References: Canadian Human Rights Act; School Act; Canadian Charter of Rights and Freedoms; British Columbia Human Rights Code

Collective Agreement References: Nil

Date of Adoption: March 2010

Date of Revision: February 18, 2025