
 <p>ANGLOPHONE WEST SCHOOL DISTRICT</p>	 <p>GOVERNANCE POLICIES</p>
Policy Type	Ends Results
Policy Name	Sexual Orientation and Gender Identities
Policy Number	ASD-W-ER4
Effective Date: February 22, 2018	Revised: November 21, 2019

<p>Policy:</p> <p>The DEC values diversity, safety, and respect in its school communities. The DEC expects all members of the school community to be welcomed, respected, accepted, and supported in every school, and specifically commit to addressing heterosexism within the school community.</p> <p>The DEC recognizes its obligation to adopt appropriate administrative procedures and strategies to ensure respect for human rights, support diversity, and address discrimination.</p>
<p>Principles of Ends Result:</p> <ol style="list-style-type: none"> 1. ASD W DEC upholds the principle that its policies, procedures, and strategies will reflect understanding and acceptance of LGBTQ2S school community members inclusive but not limited to those perceived as lesbian, gay, bisexual, trans (trans, transgender, transsexual), two-spirit, queer and those who are questioning their sexual orientation, gender identity or gender expression support diversity, address discrimination, and foster an atmosphere of respect and safety. 2. ASD-W DEC, through the Superintendent, will demonstrate the following outcomes: <ol style="list-style-type: none"> a. Employees will demonstrate respect for human rights, support diversity and address discrimination against LGBTQ2S individuals. b. The school community is aware of this policy and support for LGBTQ2S in the district as addressed in the Positive Learning and Working Environment Plan (PLWEP). c. District policies reflect respect and consideration of LGBTQ2S school community members.

3. Resources

- a. The **Education Act** provides the following authority for these guidelines:

36.9(5) A District Education shall...

(a) develop school district policies and procedures, not inconsistent with Provincial Policies and Procedures, in matters relating to the authority given to the District Education Council, or the Superintendent of the school district, under this Act and the Regulation.

- b. **New Brunswick LGBTQ2S Inclusive Education Resource**

- c. **EECD Policy 703: Positive Learning and Working Environment.**

MONITORING:

Method(s)	Frequency	Month
<ul style="list-style-type: none">Superintendent Report	<ul style="list-style-type: none">1 Time per year	<ul style="list-style-type: none">May