

 <p>ANGLOPHONE WEST SCHOOL DISTRICT</p>	<h2>GOVERNANCE POLICIES</h2>
Policy Type	Ends Results
Policy Name	Sexual Orientation and Gender Identities
Policy Number	ASD-W-ER4
Effective Date: September 11, 2023	Revised: January 11, 2024

<p><u>Policy:</u></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>The DEC will actively pursue modifications to school infrastructure to ensure facilities such as washrooms and change rooms are modern and safe as well as support the diverse student population.</p>
<p><u>Principles of Ends Results:</u></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 who identify 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. ASD-W DEC supports the “Goals/Principles” established by the Department of Education and Early Childhood Development as documented in Provincial Policy 713 Section 5.0 and calls upon all staff to be mindful of these goals and principles in the school setting, in particular: <ul style="list-style-type: none"> • 5.1 – All members of the school environment have the right to self-identify and express themselves without fear of consequences and with an expectation of dignity, privacy, and confidentiality; • 5.3 – It is important that all students have a sense of belonging and connection to their school environment. Students should feel that they are supported by school personnel; • 5.4 – School personnel will create a culture whereby LGBTQI2S+ students see themselves and their lives positively reflected in the school environment.

c. ASD-W DEC acknowledges the references noted by the Department of Education and Early Childhood Development as documented in Provincial Policy 713 Section 9.0 and calls upon staff to be mindful of this legislation in the school setting, in particular:

- Canadian Charter of Rights and Freedom
- Human Rights Act
- Education Act

d. Students wishing to have assistance in speaking with parents for the purpose of obtaining their consent to alter their formal use of a preferred first name, as defined under EECD Policy 713, will be encouraged to consult with a trusted professional.

e. 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).

f. District policies reflect respect and consideration of LGBTQ2S+ school community members.

3. Resources:

- 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.

- EECD Policy 713: Sexual Orientation and Gender Identity
- EECD Policy 322: Inclusive Education
- EECD Policy 703: Positive Learning and Working Environment.
- Canadian Charter of Rights and Freedoms
- Bill C-16 – Act to amend the Canadian Human Rights Act and Criminal Code
- New Brunswick Human Rights Act
- Amendment to NB Human Rights Act. Bill 51
- Right to Information and Protection of Privacy Act
- New Brunswick Interscholastic Athletic Association
- Province of New Brunswick Respectful Workplace Policy
- ASD-W Policy 250-16 Professional Conduct
- On Balance, Choose Kindness – The Advocate’s Review on Changes to Policy 713 and Recommendations for a Fair and Compassionate Policy (15 August 2023)

Monitoring:

<u>Method(s)</u>	<u>Frequency</u>	<u>Month</u>
Superintendent Report	1 Time per year	May