



# ASD-W

Anglophone School District West

## **District Education Council Superintendent Monitoring Report**

<b>Policy Name and Number:</b>	ASD-W-ER 4 - Sexual Orientation and Gender Identities
<b>Reports per Year:</b>	One
<b>Date of Report:</b>	May 23, 2024
<b>Policy Statement:</b>	<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. The DEC recognizes its obligation to adopt appropriate administrative procedures and strategies to ensure respect for human rights, support diversity, and address discrimination. 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>
<b>Report Filed by:</b>	David McTimoney, Superintendent
<b>Report Supported by:</b>	Wendy Cumberland, Acting Director of Education Support Services Shawn Tracey, Director of Finance and Administration Susan Young, Data and Accountability Supervisor Suzanne Larsen, School Counselling Coordinator OEC Donita Hillyard, School Counselling Coordinator WEC Kristi Nielsen, School Counselling Coordinator FEC

### **Superintendent Interpretation:**

- The policy calls for the superintendent to establish processes and procedures to support a Positive Learning and Working environment throughout Anglophone West School District.
- Established provincial policies will be used to define appropriate expectations, behaviours, language, and actions to prevent discrimination, prejudice, and harassment.
- District policies will reflect respect and provide consideration of Lesbian, Gay, Bisexual, Transgender, Questioning, Queer, Intersex and Two-Spirited (LGBTQI2S+) school community members. Accordingly, the District shall recognize their obligation to follow procedures and strategies that address heterosexism/cisnormativity and ensure respect for human rights, support diversity and address discrimination.

- Heterosexism is defined as prejudice and discrimination in favour of heterosexuality and includes the presumption that heterosexuality is the superior and more desirable sexual orientation (NB LGBTQ Inclusive Education Resource, Egale Canada Human Rights Trust [2014]). Cisnormativity refers to a cultural/societal bias, often implicit, that assumes all people are cisgender (gender identity corresponds with their birth-assigned sex) and so privileges cisgender identities and ignores or underrepresents gender variance (NB LGBTQ Inclusive Education Resource, Egale Canada Human Rights Trust [2014]).

### **Justification:**

- All members of the school community learn and work together in an atmosphere of respect and safety, free from homophobia, racism, and all other forms of discrimination that could lead to bullying and harassment. [Policy 703-Sections 5.6, 6.1.1, 6.2.4, 6.4.1.](#)
- There are requirements for school districts and public schools to create a safe, welcoming, inclusive, and affirming school environment for all students, families, and allies who identify or are perceived as LGBTQI2S+. [Policy 713-Section 1.0 \(2023\).](#)
- Every individual is equal before and under the law and has the right to the equal protection and equal benefits of the law without discrimination and, in particular, without discrimination based on race, national or ethnic origin, colour, religion, sex, age, or mental or physical disability. [Canadian Charter of Rights and Freedoms \(1982\). 15. \(1\).](#)
- Human rights laws in every jurisdiction in Canada prohibit discrimination against people based on certain listed grounds such as sex, ethnic origin, religion, disability, or sexual orientation. An amendment to the Canadian Human Rights Act and the Criminal Code includes gender identity or expression, [Bill C16 \(2016\)1.1.1, 1.1.2, 2.1.](#)
- [NB Human Rights Act Section 2.1 \(2011\)](#) which prohibited discrimination and harassment based on race, colour, national origin, ancestry, religion, age, marital status, sexual orientation and sex, physical or mental disability, and social condition which includes source of income, level of education and occupation and political belief or activity was amended with the passing of [Bill 51 \(2017\)](#) to include gender identity and expression.
- Prohibited grounds of discrimination are the additions of sex, sexual orientation, gender identity or expression. Amendment to NB Human Rights Act. [Bill 51.](#)
- Inclusive public education is respectful of student and staff diversity in regard to their race, colour, religion, national origin, ancestry, place of origin, age, disability, marital status, real or perceived sexual orientation and/or gender identity sex, social condition or political belief or activity. [Policy 322-Sections 5.1, 6.8.2.](#)

### **Compliance:**

- Schools are familiar with the ASD-W Sexual Orientation and Gender Identity [DEC-ER-4](#) Policy and the requirement to address heterosexism/cisnormativity in Anglophone West School District school communities. In addition, schools are familiar with other policies on Sexual Orientation & Gender Identity including [EECD Policy 713.](#)
- The District actively promotes inclusion and respect for the human rights of LGBTQI2S+ community members through the reduction of heterosexism/cisnormativity within its schools. [Egale \(2014\)](#) states that examples of inclusive practices include: having a Gender Sexuality Alliance (GSA) or

other age appropriate supports that actively promote safe spaces, books and materials that represent LGBTQI2S+ in classrooms, school libraries, and curricular outcomes, exposure to LGBTQI2S+ inclusive language, access to LGBTQI2S+ role models, seeing symbols of LGBTQI2S+ in the environment, and hearing teachers and peers address homophobic, biphobic and transphobic bullying and harassment.

- The District actively promotes respect for the human rights of LGBTQI2S+ community members through the reduction of heterosexism/cisnormativity within all its policies. In order to ensure inclusive language is used in all ASD-W policies, Directors have been provided, A Guide to Using Gender Inclusive Language in ASD-W Policy (Appendix B - developed 2019) as a companion to (Appendix A - Process for Revising, Developing and Sharing ASD-W Policies)
- The District processes and procedures are in place that address discrimination, harassment, and bullying specific to LGBTQI2S+ school community members and ensure that the learning environment is safe, welcoming, and affirmative for LGBTQI2S+ students, staff, and families.
- PowerSchool is being used to track the prevalence of Sexual Orientation and Gender Identity incidents related to the specific behaviours of bullying (social, cyber, verbal, physical, discrimination) and harassment. (Appendix C)
- NB Student Wellness survey (Grade 6 – 12) reported (Appendix C):
  - 58% of LGBTQI2S+ Youth feel safe at their school. We will strive to see improvement in this number.
  - 80% of LGBTQI2S+ Youth feel the teachers at my school treat me fairly
  - 84% of LGBTQi2S+ Youth feel High Levels of School Connectedness.
- NB Health Council Demographics Survey (Appendix C)
- EECD process in place to assist schools in supporting those who identify as gender creative or transgender and are requesting to have their legal name (and/or gender marker) changed in PowerSchool.
- Washroom Renovations to comply with this policy have been completed at Oromocto High School and Garden Creek School.

### **Evidence:**

- [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](#)
- [Policy 322 – Inclusive Education](#)
- [Province of New Brunswick Respectful Workplace Policy](#)
- [ASDW Policy 250-16 Professional Conduct – September 2023](#)
- [EECD Policy 713 - Sexual Orientation and Gender Identity – August 2023](#)
- [NBT A Policy 927 Sex, Gender Identity and Expression, Sexual Orientation Equity](#)
- [NBT A Policy 929 Sexual Orientation and Gender Identity \(Sogji\)](#)
- Directors of Schools and District Education Support Services (Director, School Counselling Coordinators and School Counselling Leads) coach and consult with school-based Education Support Team members regarding Policy 713 and LGBTQI2S+ supports (ex. pronouns, transitioning students).
- Books and Young Adult novels with LGBTQI2S+ characters continue to be purchased and distributed to all schools.

- ASD-W continues to maintain LGBTQI2S+ trained facilitators to support schools.
- ASD-W continues to have a Sexual Orientation Gender Identity (SOGI) working Group (comprised of Principal, School Counsellor, EST-Resource, School Counselling Leads, and School Counselling Coordinator) to support SOGI initiatives.
- Development of LGBTQI2S+ Resources to support the Holistic Curriculum Framework SharePoint Site
- ASD-W Annual Self Reporting Survey sent to administrators regarding EECD Policy 713 (Appendix D)

The following policies have been reviewed and revised in September 2023 and January 2024 using, A Guide to Using Gender Inclusive Language in ASD-W Policy:

- ASD-W 250 – 16 - Professional Conduct
- ASD-W 360 – 1 - Volunteers
- ASD-W 411 – Doors Access and Keys
- ASD-W 411 – 1A - Appendix A - Key/Access Card Form
- ASD-W 113 – 1 - Out of Province Travel – Expense Approval for Staff
- ASD-W 113 – 1A - Appendix A – Individual/Group Out of Province Travel Request for Staff

**Appendix Listing:**

- Appendix A - Process for Revising, Developing and Sharing ASD-W Policies
- Appendix B - A Guide to Using Gender Inclusive Language in ASD-W Policy
- Appendix C – PowerSchool/ NB Student Wellness/NB Health Demographics
- Appendix D – ASD-W Annual Survey – EECD Policy 713 – Data Compilation

***I report compliance with ASD-W-ER 4 Sexual Orientation Gender Identity***