

	<h2 style="text-align: center;">GOVERNANCE POLICIES</h2>
Policy Type	Ends Results
Policy Name	Sexual Orientation and Gender Identities
Policy Number	ASD-W-ER4
Effective Date: January 2024	Revised: 22 May 2025

Policy:

The ASD-W 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 ASD-W DEC recognizes its obligation to adopt appropriate administrative procedures and strategies to ensure respect for human rights, support diversity and address discrimination.

The ASD-W DEC will actively pursue modification to school infrastructure to ensure facilities such as washrooms and change rooms are modern and safe as well as support the diverse student population.

Principles of End Results:

1. ASD-W DEC upholds the principle that its policies, procedures and strategies will reflect understanding and acceptance of 2SLGBTQIA+ school community members inclusive but not limited to those who identify as Two-Spirit, lesbian, gay, bisexual, trans (trans, transgender, transexual), queer, intersex, asexual and those who are questioning their sexual orientation, gender identity or gender expression.
2. ASD-W DEC, through the Superintendent, will demonstrate the following outcomes:
 - a. Employees will demonstrate respect for human rights, support diversity and address discrimination against 2SLGBTQIA+ individuals, fostering an atmosphere of respect and safety.
 - b. ASD-W DEC fully supports the “Goals/ Principles” established by the Department of Education and Early Childhood Development as documented in Provincial Policy 713 (1 January 2025), Section 5 and calls upon all staff to be mindful of these goals and principles in the school setting.
 - 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 and calls upon all staff to be mindful of this legislation in the school setting.

d. The school community is aware of this policy and support for the 2SLGBTQIA+ in the district as addressed in the Positive Learning and Working Environment Plan (PLWEP).

e. District policies reflect respect and consideration of 2SLGBTQIA+ school community members.

3. Resources:

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

“36.9(5) A District Education Council 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 regulations.”

- 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