

MONITORING REPORT

ENDS POLICY 1.7 – SEXUAL ORIENTATION AND GENDER IDENTITIES

I hereby present my monitoring report on your Ends Policy Sexual Orientation and Gender Identities according to the schedule set out. I certify that the information contained in this report is true.

Signed *Original signed by Gregg Ingersoll, Superintendent*

Date: December 14, 2017

POLICY STATEMENT: the Anglophone East School District Education Council values diversity, safety and respect in its school communities. The District Education Council expects all members of the school community to be welcomed, respected, accepted, and supported in every school, and specifically commits 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 following table outlines the actions taken by Anglophone East School District as we work for fulfill our commitment to ensure all members of the school community are welcomed, respected, accepted, and supported in every school, and specifically work to address heterosexism within the school community.

As you can see from the table below, our approach has focused on three areas: updating guidelines and policies, providing education and training for staff and developing consistent monitoring and reporting processes for schools.

	Policy and Guidelines	Education and Training	Monitoring and Reporting
Actions Taken	<ul style="list-style-type: none"> ➤ Our District One Space (Portal) has been updated with current policies from the NBIAA, Policy 322, My GSA (print resource), and other appropriate literature ➤ We are working to ensure our practices, policies and guidelines are inclusive of all. For example, PowerSchool’s gender identifier has been updated to include Male, Female or Gender Independent <ul style="list-style-type: none"> ➤ Our District Code of Conduct includes both consequences, as well as proactive actions schools are able to take when dealing with discrimination and bullying for any reason, including sexual orientation 	<ul style="list-style-type: none"> ➤ NB Human Rights Commission provided for training on the Human Rights Act to our District Education Support Services Team, Subject Coordinators and Education Support Teachers in August, 2017. ➤ All District Education Support Services Staff and teachers new to Guidance, attended professional learning on LGBTQ+ resources for schools on October 30 , 2017 ➤ Another professional learning session on LGBTQ+ resources is scheduled for school based staff in January, 2018. ➤ Our District Education Support Services Team models appropriate behavior; provides posters, pins and stickers to individuals, groups and schools ➤ District Members are working on the National Conference on LGBTQ+ to be held in Moncton, 2019 	<ul style="list-style-type: none"> ➤ All High Schools have a GSA (Gay Straight Alliance) type committee. ➤ All High Schools have a designated gender neutral washroom ➤ We are in the process of creating our District Positive Working and Environment Plan. This plan will support schools in monitoring and intentionally design environments that foster mental fitness and resiliency of all our students. Strategies to ensure we are meeting the needs of all, including LGBTQ+ youth, will be included.