



ANGLOPHONE EAST SCHOOL DISTRICT

POLICY TYPE: ENDS

POLICY NO: 1.5 SEXUAL ORIENTATION AND GENDER IDENTITIES

APPROVED: JANUARY 23, 2016

POLICY: 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.

- 1.0 The District Education (DEC) upholds the principals of **Policy 703 – Positive Learning and Working Environment**.
- 2.0 ASD-E will provide a learning environment that is safe, positive, inclusive and affirming for all members of the school community. This includes students, staff and families who identify or are perceived as lesbian, gay, bisexual, trans (trans, transgender, transsexual), Two-Spirit, queer and those who are questioning their sexual orientation, gender expression (LGBTQ); and
- 3.0 ASD-E policies, procedures, and strategies will reflect understanding and acceptance of LGBTQ school community members, support diversity, address discrimination, and foster an atmosphere of respect and safety.
- 4.0 ASD-E commits to upholding respect, understanding and acceptance of LGBTQ school community members and confirms that all LGBTQ students, staff, families and the public have the right to:
 - a. self-identification and freedom of expression;
 - b. treatment that is fair, equitable, and dignified;
 - c. inclusion, representation, and affirmation;
 - d. freedom from harassment, discrimination, and violence; and
 - e. avenues of recourse (without fear of reprisal) when they are victims of harassment, discrimination or violence.

5.0 ASD-E will take the following actions to address issues of safety, discrimination and harassment in the school community:

1. provide opportunities for employees to increase their knowledge and skills to promote respect for human rights, support diversity, and addressing discrimination against LGBTQ individuals;
2. define appropriate expectations, behaviours, language and actions to prevent discrimination, prejudice and harassment; and
3. aid school-based administrators and guidance counsellors by providing the necessary support and/or education to ensure that individuals who behave in a prejudicial manner towards LGBTQ individuals receive age-appropriate education-based interventions by peaceful and positive role models;
4. create a district action plan to implement this policy;
5. make this policy available to all members of the school community; and
6. ensure District policies reflect respect and consideration of LGBTQ school community members.

6.0 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.

2. **New Brunswick LGBTQ Inclusive Education Resource**

3. **EECD Policy 703: Positive Learning and Working Environment.**

MONITORING:

Method(s): by written report submitted to Council

Frequency: as needed

The Monitoring Report should include but not be limited to:

- Professional Development given to staff
- Programs in place – levels, schools, etc.
- Activities provided by staff
- Activities created by student groups
- Where are we heading? – new developments/strategies to be put in place

