



## FRASER ACADEMY POLICIES AND PROCEDURES

### Sexual Orientation and Gender Identity Policy

#### 1. Policy Statement

- (a) Fraser Academy (the “School”) is committed to establishing a safe, inclusive, equitable and welcoming learning and working environment for all members of the School community, including all students and staff who identify as (or are perceived as) lesbian, gay, bisexual, trans\*<sup>1</sup>, intersex, queer, and those who are questioning their sexual orientation and/or gender identity (“LGBTQ+”).
- (b) The School has developed this policy to ensure compliance with applicable legislation, including the B.C. *Human Rights Code* and the *Canadian Charter of Rights and Freedoms*.

#### 2. Anti-Harassment and Anti-Bullying

- (a) The School will strive to prevent and to provide effective procedures to respond to any language or behaviour that degrades, denigrates, labels, or stereotypes students on the basis of their real or perceived sexual and/or gender identities and/or gender expression, or that incites hatred, prejudice, discrimination, bullying or harassment on such basis.

#### 3. Administrative Strategies

- (a) The School will provide professional development opportunities to staff to develop the awareness, knowledge, skills and attitudes necessary to deliver an LGBTQ+ curriculum, identify and address homophobic and transphobic discriminatory attitudes and behaviours, and support and advocate for the needs of students whose real or perceived identity is LGBTQ+.
- (b) The School will ensure that staff utilizes language and educational resources and approaches that are inclusive, developmentally appropriate, and respectful of diverse sexual orientations, gender identities and gender expressions.

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<sup>1</sup> Trans\*: (also Trans, Transgender or Transsexual) An umbrella term that can be used to describe people whose gender identity and/or gender expression differs from what they were assigned at birth. Some trans\* people may choose to medically transition by taking hormones and/or having surgery. Some trans\* people may choose to socially transition by changing their name, clothing, hair, etc.



- (c) The School will acknowledge through its communication to students, staff and the community that some students live in LGBTQ+ families and need to be positively recognized and included as such.

4. **Confidentiality and Privacy**

- (a) At all times, the privacy rights of the student involved are paramount.
- (b) Students have the right to discuss their gender identity and/or gender expression openly.
- (c) The School will not disclose information that may reveal a student's trans\* status, legal name, or gender assigned at birth to other parents/guardians, students or staff, unless legally required to do so, or unless the student or the student's parent/guardian has expressly authorized such disclosure.
- (d) When such disclosure is required by law,<sup>2</sup> the School will adopt practices to avoid the inadvertent disclosure of such information.

5. **Names and Pronouns**

- (a) Trans\* students will be addressed by the names and pronouns they prefer to use.

6. **Records and Student Information**

- (a) Whenever possible and permitted by law, requests made by a student, or the parent/guardian, to change the student's official record to reflect their preferred name and/or gender identity will be accommodated.
- (b) Whenever possible, at the request of a student or the student's parent/guardian, the student's preferred name and/or gender identity will be included on class lists, timetables, student files, identification cards and communications between the School and home.

7. **Dress Code**

- (a) Students have the right to dress in a manner consistent with their gender identity or gender expression.

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<sup>2</sup> see the *Independent School Act* and section 9 of the *Independent School Regulation*, B.C. Reg. 262/89, for the rules on disclosure of a student's record. See also the *Personal Information Protection Act*.



- (b) The School will provide an alternative uniform for the student that will be determined in collaboration with the student's parent/guardian and the school administration, subject to the School's need to enforce a dress code consistently for the School population.

8. **Access to Physical Education and Sports**

- (a) All students should be able to participate in physical education classes and team sports in a safe, inclusive, affirming and respectful environment.
- (b) Physical education activities and intramurals will not be segregated by sex, unless there are safety concerns.
- (c) Where possible, students will be permitted to participate in any sex-segregated recreational and competitive activities in accordance with their gender identity. Due to issues of disclosure and safety, some students may wish to participate in a sex-segregated activity that is not aligned with their gender identity.
- (d) Participation in competitive athletic activities will be resolved on a case-by-case basis, and in line with league policies, as well as in a manner that involves the student and the student's parent/guardian.

9. **Washroom and Change Room Accessibility**

- (a) The use of washrooms and change rooms by trans\* students will be assessed on a case-by-case basis in consultation with the student, with the goals of maximizing the student's social integration, ensuring the student's safety and comfort, minimizing stigmatization and providing equal opportunity to participate in physical education classes and sports.
- (b) Trans\* students will have access to the washroom and change room that corresponds to their gender identity. Students who desire increased privacy will be provided with access to a unisex washroom and/or changing area in a manner that keeps the student's trans\* status confidential.

10. **Resolving Conflict**

- (a) Disputes will be resolved in a manner that involves the student (as appropriate) and their parent/guardian in the decision making process to maximize inclusiveness.



- (b) Where the student and/or parent/guardian is not satisfied with the decision by the School with respect to the dispute, they may notify the Chair of the Board of the School for a review of the decision, consistent with the School's appeal process.