

Prince Rupert SD# 52 Policy
8.19 SEXUAL ORIENTATION

The Board of School Trustees believes that all public schools in this district shall be safe for everyone. We recognize and value the diversity found within its school communities and believe that each individual, whether male or female, contributes to the strength of the district's culture. The Board also recognizes that students and other school community members with alternate sexual preferences [sic] face a unique set of challenges within our schools and communities. In accordance with this regulation, and all relevant laws of more senior governing bodies, School District 52 (Prince Rupert):

1. Prohibits any form of discrimination, intimidation or harassment against any person based on gender or sexual orientation.
2. Encourages members of the school community to welcome, include and support all others regardless of their gender or sexual orientation.
3. Instructs that all schools in the district put in place procedures and practices that support this regulation.

The School District will provide an environment for all members of the school community to work and learn, free from fear, discrimination, and harassment, while also promoting proactive strategies and guidelines to ensure that sexual minority students, employees and families are welcomed and included in all aspects of education and school life, and are treated with respect and dignity.

The purpose of this regulation is to define appropriate behaviours and actions in order to prevent discrimination and harassment through greater awareness of and responsiveness to their harmful effects. This regulation is also to ensure that all complaints are taken seriously and dealt with expeditiously and effectively. The regulation will also raise awareness and improve understanding of the lives of people who identify themselves on the basis of sexual orientation or gender identity. By valuing diversity and respecting differences, students and staff act in accordance with [BC Education] Ministry established principles related to diversity.

In this regulation, all references to "sexual minority" persons will include lesbian, gay, bisexual, transgender, transsexual, two-spirit, and questioning persons; persons who are labeled as such, whether they are or not; and persons with immediate family members who are of a sexual minority.

It is the responsibility of all administrators, teachers and support staff to work together to build school communities which are positive and welcoming and will:

- a) foster respect, inclusion, fairness and equity;
- b) set, communicate and establish clear expectations for acceptable conduct;
- c) provide students, through various techniques, information that will lead to greater understanding, acceptance and support for sexual minority students.

Social responsibility, including information, issues and attitudes related to the sexual minority population, is not assigned to a particular grade or subject area; instead, it is a responsibility shared among all staff.

Within each school, staff will take concrete actions to ensure that the school is more welcoming and safe for sexual minority students.

Therefore, School Code of Conduct must include language that prohibits fear promoting, harassing or discriminatory language and behaviour toward students, employees or others based on their real or perceived sexual orientation or gender identification.

ADOPTED: May 8, 2007