

Gender and Sexual Diversity

Background

The Division affirms the legal right of all students, staff, and families to receive educational programming and services free from discrimination on the basis of sexual orientation or gender identity. The Division is committed to establishing and maintaining a safe, inclusive, equitable, and welcoming learning and teaching environment for all members of the school community including students, staff, and families regardless of their sexual orientation, gender, gender identity, or gender expression. Prairie South Schools expects all members of our community to be welcomed, respected, accepted, and supported in every school.

Procedures

1. Division Leadership shall:
 - 1.1 Ensure that all aspects of the Administrative Procedure are clearly communicated to staff, students, and the public.
 - 1.2 Provide opportunities for staff to acquire knowledge, skills, and attitudes to appropriately support all students in safe and caring learning and working environments.
 - 1.3 Collect, evaluate, and distribute current supporting resources for administration to support all students and staff.

2. Principals shall:
 - 2.1 Create a school culture which reflects a supportive, respectful learning and working environment in alignment with **AP 170, Harassment and AP 171, Violence**.
 - 2.2 Ensure staff have an appropriate level of understanding of Administrative Procedures and Board Policies.
 - 2.3 Ensure all staff recognize the confidentiality of sexual orientation and gender identity of all students.
 - 2.4 Ensure that complaints of discrimination, harassment, and bullying are taken seriously, investigated, properly documented, and dealt with in a timely manner.
 - 2.5 Support the establishment of Gender and Sexuality Alliances where interest by students has been expressed and create positive safe spaces.
 - 2.6 Support the safety, health, and educational needs of students and staff who are gender and sexually diverse. This includes but is not limited to:
 - 2.6.1 Names and pronouns – a student or staff member has the right to be addressed by a name and pronoun that corresponds to their lived gender. Intentionally addressing a student by the incorrect name or pronoun may be considered a form of discrimination.

- 2.6.2 Records and communication – when requested, the student’s records will be changed to reflect their preferred name, gender, and pronouns. School forms and records shall be changed to ensure that a student’s preferred name and gender markers are current on class lists, timetables, student files, identification cards, etc.
- 2.6.3 Use of Facilities – Students and staff will have access to washroom and change room facilities consistent with their lived gender. All Prairie South School Division staff must consider the needs and concerns of each student on an individual basis. An accommodation which works for one student or staff member, cannot simply be assumed to be appropriate for another student or staff member.
- 2.6.4 School activities - a student has the right to participate in school activities that correspond to their lived gender identity.
- 2.6.5 Gender-segregated activities – to the greatest extent possible, schools should reduce or eliminate the practice of segregating students by gender. In classroom activities or school programs where students are segregated by gender, all students should be given the option to be included in the group that corresponds to their lived gender identity.

3. School Staff shall:

- 3.1 Reflect the Division’s commitment to respectful learning and working environments.
- 3.2 Be respectful of diversity in the school and among staff.
- 3.3 Address all discriminatory attitudes and behaviours in establishing respectful learning and working environments.
- 3.4 Report any repeated discriminatory attitudes and behaviours directed towards students or staff identified in this policy to school administration.

Reference: Sections 85, 87, 175 Education School Act
Saskatchewan Human Rights Code
Occupational Health and Safety Act
The Criminal Code of Canada (Sections 318(4) and 718.2)
The Canadian Human Rights Act (Section 2)
Canadian Charter of Rights and Freedoms (Section 15)
Deepening the Discussion, Saskatchewan Ministry of Education, 2015
SHSAA Program Policy and Guidelines
STF Code of Ethics

June 7, 2022