

Medicine Hat Public School Division

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**MEDICINE HAT PUBLIC BOARD OF EDUCATION OPERATES AS MEDICINE HAT PUBLIC SCHOOL DIVISION,
AND FOR THE PURPOSE OF THIS DOCUMENT WILL BE REFERRED TO AS "MHPSD" AND/OR "DIVISION"**

SECTION 600 – Students

ADMINISTRATIVE PROCEDURE: SEXUAL ORIENTATION AND GENDER IDENTITY

<i>PROCEDURE CODE:</i>	<i>614 AP 001</i>
Policy Reference: 614 - Sexual Orientation and Gender Identity	Exhibits: 614 E 001 – Basic Terms

OBJECTIVE

School staff are expected to ensure a welcoming, supportive environment for all staff, students and families who are part of the 2SLGBTQ+ community and their allies regardless of their sexual orientation and gender identity.

PROCEDURE

Leadership – the principal shall:

1. ensure all aspects of this regulation are clearly communicated to all staff, students, and families;
2. ensure discriminatory behaviours and complaints will be taken seriously, documented and dealt with expeditiously;
3. ensure staff address and provide appropriate remedial consequences for all interactions involving the use of comments, behaviours and actions which display homophobic, transphobic, and sexist, whether they occur in person or in digital form;
4. ensure staff know their professional responsibility to identify discriminatory attitudes and behaviours, and create caring, respectful and safe learning environments;
5. ensure awareness and adherence to all Division policies with respect to diversity, equity, human rights, sexual orientation, gender identity, discrimination, prejudice, and harassment;
6. ensure staff utilize language and educational resources and approaches that are inclusive, age-appropriate, and respectful of diverse sexual orientations, gender identities, and gender expressions;

7. provide inclusive and respectful services and supports to sexual and gender minority students and families;
8. ensure staff work proactively to eliminate systemic inequities and barriers to learning for sexual and gender minority students and families;
9. support the establishment of Gay-Straight Alliances (GSAs), or similar student support groups, at educational settings offered within the Division, where interest by students has been expressed, or need has been identified by staff;
10. work collaboratively with school staff and build capacity to identify and implement evidence-based supports for students.
11. ensure staff will not refer students to programs or services that attempt to change or repair a student's sexual orientation or gender identity; and
12. ensure all staff recognize the confidentiality of the sexual orientation and gender identity of all students and protect them from unwanted disclosure of such.

Approved: August 31, 2016

Revised: October 24, 2022

