

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

POLICY 614: SEXUAL ORIENTATION AND GENDER IDENTITY

BACKGROUND

All members of the school community have the right to work and learn in an environment free of discrimination, prejudice, and harassment.

POLICY

The Board of Trustees is committed to establishing and maintaining a welcoming, caring, respectful and safe learning and working environment for all members of the school community. This includes but is not limited to those students, staff, and families who identify or are perceived as lesbian, gay, bisexual, transgender, two-spirit, queer, heterosexual or questioning their sexual orientation, gender identity, or gender expression. The Board of Trustees requires all members of this diverse community to be welcomed, respected, accepted, and supported in every school. As a public, inclusive school system, when planning for individual students the rights, needs and privacy of all students will be considered.

Sexual Orientation and Gender Identity rights, including self-identification and determination, will be protected under Division policy as is guaranteed under the Canadian Charter of Rights and Freedoms, Alberta Human Rights Act, and Alberta Education Act.

GUIDELINES

1. The Board of Trustees is committed to implementing measures that will:
 - 1.1. define appropriate expectations, behaviours, language, and actions in order to prevent discrimination, prejudice, and harassment through greater awareness of, and responsiveness to, their harmful effects;
 - 1.2. ensure that all such discriminatory behaviours and complaints will be taken seriously, documented, and dealt with expeditiously and effectively, including complaints about vexatious or frivolous self-identification;
 - 1.3. foster understanding of the lives of sexual and gender minorities and their families, cultures, and communities;
 - 1.4. provide support, upon request by students or staff, for the implementation of a gay-straight alliance, or similar club in their school in alignment with Section 35.1 of the Education Act.

- 1.4.1. If one or more students attending a school operated by a Board request a staff member employed by the Board for support to establish a voluntary student organization, or to lead an activity intended to promote a welcoming, caring, respectful and safe learning environment that respects diversity and fosters a sense of belonging, the principal of the school shall:
- (a) permit the establishment of the student organization or the holding of the activity at the school, and
 - (b) subject to subsection (4), within a reasonable time from the date that the principal receives the request designate a staff member to serve as the staff liaison to facilitate the establishment, and the ongoing operation, of the student organization or to assist in organizing the activity.
 - (c) With administrator approval, a teacher may start a gay-straight alliance without the request of a student.
- 1.4.2. For the purposes of subsection (1), an “organization” or “activity” includes an organization or activity that promotes equality and non-discrimination with respect to, without limitation, race, religious belief, colour, gender, gender identity, gender expression, physical disability, mental disability, family status or sexual orientation, including but not limited to organizations such as gay-straight alliances, diversity clubs, anti-racism clubs and anti-bullying clubs.
- 1.4.3. The students may select a respectful and inclusive name for the organization or activity, including the name “gay-straight alliance” or “queer-straight alliance”, after consulting with the principal.
- 1.4.4. The principal shall immediately inform the Board and the Minister if no staff member is available to serve as a staff liaison referred to in subsection (1), and if so informed, the Minister shall appoint a responsible adult to work with the requesting students in organizing the activity or to facilitate the establishment, and the ongoing operation, of the student organization at the school.
- 1.4.5. If a staff member indicates to a principal a willingness to act as a staff liaison under subsection (1),
- (a) a principal shall not inform a Board or the Minister under subsection (4) that no staff member is available to serve as a staff liaison, and
 - (b) that staff member shall be deemed to be available to serve as the staff liaison.
- 1.4.6. The principal is responsible for ensuring that notification, if any, respecting a voluntary student organization or an activity referred to in subsection (1) is limited to the fact of the establishment of the organization or the holding of the activity.
- 1.4.7. Notification, if any, is otherwise consistent with the usual practices relating to notifications of other student organizations or activities.



- 1.4.8. Medicine Hat Public School Division is a public body under the *Freedom of Information and Protection of Privacy Act*. Disclosure of any personal information must be in accordance with this Act.
- 1.5. Develop, implement, and evaluate inclusive educational strategies, professional learning opportunities, and administrative procedures to ensure that all members of the school community are welcomed and treated with respect and dignity.
- 1.6. When a student discloses, staff will encourage without coercion, the student to communicate with their parents/guardians and seek their support.
2. All future amendments to this policy shall be in accordance with our existing policy amendment procedures.

ADMINISTRATIVE PROCEDURE

[614 P 001 – Sexual Orientation and Gender Identity](#)

ADMINISTRATIVE PROCEDURE – EXHIBIT

[614 E 001 – Sexual Orientation and Gender Identity: Basic Terms](#)

REFERENCES

Education Act: Sections 31, 33, 35, 197
 Alberta Human Rights Act
 Alberta Teachers Association Declaration of Rights and Responsibilities
 Canadian Charter of Rights and Freedoms
 Freedom of Information and Protection of Privacy Act

Approved: March 29, 2016
Revised: November 29, 2022

