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## SECTION 600 – Students

## **ADMINISTRATIVE PROCEDURE - EXHIBIT: SEXUAL ORIENTATION AND GENDER IDENTITY**

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| <i>EXHIBIT CODE:</i>                                                  | <i>614 E 001</i>                                                                     |
| <b>Policy Reference:</b> 614 – Sexual Orientation and Gender Identity | <b>Procedure Code Reference:</b> 614 AP 001 – Sexual Orientation and Gender Identity |

**EXHIBIT**

The following Basic Terms are from “PRISM: A Tool Kit for Safe and Caring Discussions” (Alberta Teachers Association, 2017)

1. **Ally, gay positive, queer positive, straight supporter** – terms that identify a person who supports and honours sexual diversity, acts to challenge homophobic remarks and behaviours, and explores and understands his or her own biases.
2. **Being Out** – a gay, lesbian, bisexual or transgender person who has come out about his/her orientation or gender identity and is open about this aspect of his/her life.
3. **Bisexual** – a person who is physically and emotionally attracted to people of both genders.
4. **Cisgender** – a person whose gender identity, gender expression and natal (birth) sex align with conventional expectations of male or female.
5. **Closeted** – a person who is not open with other people and his/her sexual orientation or gender identity.
6. **Coming Out** – the process of recognizing one’s own sexual orientation or gender identity, integrating this knowledge into their personal and social lives, and the process of disclosing information to others about one’s own sexual orientation or gender identity.
7. **Gay** – a person who is physically and emotionally attracted to people of the same sex. In Canada, the term may refer to both males and females, although it is often used to refer to just males.
8. **Gender** – a range of behaviours that express femininity or masculinity according to cultural norms, which are traditionally thought to be related to sex. These behaviours are not genetically based.
9. **Gender identity** – one’s internal sense of being male, female or a combination of genders.

10. **Gender roles/expression** – the behaviours and attitudes expected of male and female members of a society by that society. A person's gender role is composed of several elements and can be expressed through clothing, behaviour, choice of work, personal relationships and other factors. These elements are not static and have evolved through time (for example, years ago, women did not wear trousers to work).
11. **Heterosexual/straight** – a person who is physically and emotionally attracted to people of the opposite sex.
12. **Homophobia** – irrational fear of, aversion to or discrimination against gays, lesbians, bisexuals and pansexuals or those perceived to belong to these sexual minorities. Homophobia is often expressed in acts of prejudice, bullying or violence.
13. **Inclusive language** – language that avoids the use of certain expressions or words that might be considered to exclude particular groups of people. For example, the gender-specific word mankind might be considered to exclude women. Another example is assuming that a married woman must have a husband rather than a wife; that is, assuming that a married woman is straight and not gay. The gender-neutral spouse is preferable.
14. **Intersex** – a person whose biological gender is indeterminate. An intersex person may be born with ambiguous genitalia or with more or less than the usual two sex (X/Y) chromosomes. This term replaces the offensive hermaphrodite, which was used to sensationalize intersex people.
15. **Lesbian** – a woman who is physically and emotionally attracted to other women.
16. **2SLGBTQ+** – initialism for “two-spirit, gay, lesbian, bisexual transgender, queer or questioning”. LGBT and/or GLBT are often used because they are more inclusive of the diversity of the queer community than the older term gay community.
17. **Outing** – the disclosure of others' sexual orientation or gender identity without their permission. Outing is disrespectful and may be dangerous to the person who is outed.
18. **Pansexual** – a person who is physically and emotionally attracted to people of any gender identity. The term omnisexual is an equivalent term.
19. **Queer** – historically, a negative term for LGBT people that has been reclaimed by the community as an umbrella term for any and all members of the community rather than using abbreviations that are becoming increasingly long (eg, LGBTPTQIA – lesbian, gay, bisexual, transgender, pansexual, two-spirit, questioning, intersex, allies).
20. **Questioning** – people who are unsure about their gender, sexual identity or sexual orientation.
21. **Sex** – a biological distinction referring to whether a person is genitally (not necessarily genetically) female, male or intersex.
22. **Sexual orientation** – a person's physical and emotional attraction to another person. Like gender, sexual orientation can be expressed along a continuum.
23. **Transgender** – a term encompassing many gender identities of those who do not identify or exclusively identify with their sex assigned at birth.



24. **Transphobia** – irrational fear of, aversion to, or discrimination against transgender people or those perceived to be transgender. Transphobia is often expressed in acts of prejudice, bullying or violence.
25. **Two-spirit** – a term used by some indigenous people rather than terms such as bisexual, gay, lesbian or transgender. It indicates a person whose body simultaneously houses a masculine spirit and a feminine spirit. Prior to the colonization of North America, two-spirited persons were respected leaders and medicine people in many First Nations cultures.

#### REFERENCES

Alberta Teachers Association – PRISM: A Tool Kit for Safe and Caring Discussions

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