



Revelstoke Board of Education

Policy Manual

5.6 Sexual Orientation and Gender Identity

The Revelstoke Board of Education will not tolerate discriminatory behavior or bullying toward members of the 2SLGBTQ1+ community. Such behaviour is demeaning towards all members of our school community.

The Revelstoke Board of Education recognizes the importance of understanding sexual orientation and gender identity in order to create and maintain safe, positive and inclusive learning and working environments for all students, employees and other members of the school community. The Board values the role education plays in broadening understanding, supporting all individuals, and creating healthy communities and therefore supports opportunities for school communities to increase awareness of the scope and impact of discrimination against 2SLGBTQ1+ students, staff and families

Guidelines

1. School Codes of Conduct will include specific reference to discrimination and harassment on the basis of gender identity, gender expression or sexual orientation. Effective procedures, responses and consequences for any language or behaviour that degrades, denigrates, or labels students, or that incites hatred, prejudice, discrimination or harassment will be addressed in school codes of conduct.
2. All staff will model respect for 2SLGBTQ1+ students, staff and their families, respond to incidents, and provide support to those who are affected.
3. There are district staff, district staff available who are specifically trained to support 2SLGBTQ1+ youth and their social / emotional and intellectual development.
4. The Board supports student groups and activities that promote inclusivity and diversity.
5. Community resource lists and displays in schools will be inclusive of community supports for 2SLGBTQ1 + youth and families.
6. The Board, in the regular course of reviewing policy, regulations and other district documents, will ensure that language is representative of the diversity in our community.

7. Opportunities will be provided for staff to increase their knowledge and skills in promoting respect for human rights, supporting diversity, and preventing and addressing discrimination in schools.
8. The Board will support the use of age-appropriate activities, and resources that promote knowledge and skills in developing respect and understanding for, as well as eliminating discrimination against 2SLGBTQ1st + individuals.
9. The Board supports the accommodation of services and facilities to ensure safe and respectful access for all individuals.

List of definitions follows:

DEFINITIONS:

Gender

Refers to the socially constructed roles, behaviours, and individual expressions of self. It influences how people identify themselves and others, and how they act and connect with one another.

Gender Identity

Internal and deeply felt sense of being a man or woman, both or neither. A person's gender identity may or may not align with the gender typically associated with their sex. It may change over the course of one's lifetime.

Sexual Orientation

Romantic and sexual attraction for people of the same or another sex or gender.