

Gender and Sexual Diversity

Background

Northern Lights School Division #113 affirms the right of all students and staff to be contributing members of school communities that are safe, caring and respectful of all people. Northern Lights School Division #113 recognizes gender and sexual diversity in school communities. Our school division subscribes to the fundamental principle that all persons are equal in dignity and rights. Policies, administrative procedures, practices and programs shall reflect and promote everyone's right to equality and respect, and provide a supportive environment.

Procedures

Our division is committed to guiding principles that ensure safe, respectful and inclusive schools:

1. Communication

- 1.1 Board policy and administrative procedure expectations related to gender and sexual diversity, individual rights, social justice, bullying, harassment and discrimination are communicated to staff, students, parents and community.
- 1.2 Shared Responsibility
 - 1.2.1 All stakeholders are knowledgeable about the issues surrounding gender and sexual diversity and are prepared to respond in a respectful manner to questions and circumstances that arise.
- 1.3 Positive Relationships
 - 1.3.1 Positive relationships will be maintained by respecting individual beliefs, provided that their actions do not harm or negatively impact the rights of other individuals.
- 1.4 Ongoing Monitoring and Improvement
 - 1.4.1 Board policies, administrative procedures, practices and programs related to gender and sexual diversity are monitored and improved to ensure best practice and compliance.

2. Roles and Responsibilities

All Division staff are responsible for:

- 2.1 Modeling respect for gender and sexual diversity.
- 2.2 Fulfilling ethical and professional responsibilities to provide safe, equitable and inclusive learning environments for all students regardless of actual or perceived differences.
- 2.3 Reporting matters of harassment and discrimination in compliance with Board policies and procedures.



3. Education and Professional Development

- 3.1 The Division will strive to ensure that education and professional development is available for employees to develop awareness, knowledge, skills and attitudes necessary to support staff on issues regarding gender and sexual diversity.
- 3.2 The Division will work with partner agencies, associations and community groups that offer consultation or assistance in strengthening the Division's approach to gender and sexual diversity.
- 3.3 The Division will recommend developmentally appropriate materials, resources and activities.
- 3.4 The Division will support staff and students on issues of gender and sexual diversity and empower them to treat each other with dignity, respect and acceptance.

References:

Sections 85, 108, 109, 175, 231 Education Act,
NLSD113 AP 312 and AP342

Saskatchewan Ministry of Education- *Deepening the Discussion: Gender and Sexual Diversity*, Canadian Charter of Rights and Freedom, Saskatchewan Human Rights Code, STF Code of Ethics

