

## SEXUAL ORIENTATION, GENDER IDENTITY AND GENDER EXPRESSION

---

### PREAMBLE

The Board of Education recognizes and values the diversity found within its school communities and believes that each individual contributes to the strength of the Burnaby School District's culture. The Board is committed to establishing and maintaining a safe and positive environment, free from discrimination, harassment and intimidation for all students, employees and community members regardless of their sexual orientation, gender identity and/or gender expression.

### POLICY

**AS PART OF FOSTERING AN ENVIRONMENT OF RESPECT, RECONCILIATION, AND SAFETY FOR ALL MEMBERS OF THE SCHOOL COMMUNITY, REGARDLESS OF SEXUAL ORIENTATION, GENDER IDENTITY AND/OR GENDER EXPRESSION, THE BOARD OF EDUCATION AND SCHOOL DISTRICT COMMIT TO RESPECT FOR HUMAN RIGHTS, INCLUDING ADHERENCE TO PROVINCIAL, NATIONAL AND INTERNATIONAL CODES AND CONVENTIONS, SUPPORT FOR DIVERSITY, AND MEASURES TO ADDRESS DISCRIMINATION AND HETERONORMATIVITY.**

### OBJECTIVES

The Board's Sexual Orientation, Gender Identity (SOGI) and Gender Expression policy supports students, families, employees and all community members who are Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer and other sexual orientations, identities and expressions, as well as those who are questioning their sexual orientation or gender identity and expression.

In support of 2SLGBTQIA+ rights, the Board commits to:

1. Creating and maintaining an inclusive culture and environment for all students, their families, and employees in all aspects of school life, irrespective of sexual orientation, gender identity and expression.
2. Improving understanding of the positive contributions to society made by people of all sexual orientations, gender identities and gender expressions.

3. Promoting greater awareness of, and responsiveness to, the negative impacts and consequences of homophobia, transphobia, anti-gay harassment heteronormativity and/or exclusion.
4. Developing effective procedures to respond to complaints of homophobic, transphobic and heteronormative behaviours including discrimination, harassment and exclusion.
5. Promoting a systemic response, including ongoing staff and professional development to identify and address educational practices, policies, and procedures that perpetuate homophobia, transphobia and heteronormativity.
6. Making age-appropriate Sexual Orientation, Gender Identity (SOGI) and Gender Expression resources and support services available, visible and accessible for students and staff throughout the District.
7. Acting collectively to address systemic barriers that are faced by students, staff, and families who feel a need to hide their true identities.
8. Committing to ongoing dialogue with communities that identify on the basis of sexual orientation, gender identity and/or gender expression to increase co-operation and collaboration among home, school, and the community.
9. Supporting respect for the use of chosen pronouns.

---

Date Adopted: 2011-06  
Date(s) Revised: 2017-06  
2017-10  
2019-11  
-