

## ADMINISTRATIVE PROCEDURES #403

# SEXUAL ORIENTATION, GENDER IDENTITY AND GENDER EXPRESSION

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## REFERENCE TITLE: POLICY #17 SEXUAL ORIENTATION, GENDER IDENTITY AND GENDER EXPRESSION

### BACKGROUND

The Burnaby School District's Sexual Orientation and Gender Identity (SOGI) policy has been in place since June 2011 with the intent to support 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 (2SLGBTQIA+).

These Administrative Procedures support this policy.

### PROCEDURES

#### Community

1. District and school administration shall work to increase parental/guardian awareness of the needs of students and families identifying as 2SLGBTQIA+.
2. The District will work to create partnerships that ensure effective participation in the education process by representative organizations and 2SLGBTQIA+ communities that are aligned with the policy of the Board of Education.
3. The District will acknowledge through its communication to students, staff, and the community that some children live in 2SLGBTQIA+ led families and to be positively recognized and included as such at all grade levels.

#### Administration

1. Staff, peers and the community will respect and use an individual's self-ascribed name and pronouns.
2. Elementary and secondary schools will appoint at least one staff person to be a safe contact for students who identify themselves as 2SLGBTQIA+. School administrators will inform students and other staff about the location and availability of the appointed

contact person(s).

3. Where students request, and staff are willing to volunteer their time, clubs which respect and celebrate all forms of diversity, such as gender/sexual alliance (GSA) clubs, will be encouraged and supported for all students.
4. Any language or behaviour that deliberately degrades, denigrates, labels, stereotypes, incites hatred, prejudice, discrimination, or harassment towards students or employees on the basis of sexual orientation, gender identity and/or gender expression will not be tolerated. If these incidents occur, they must be brought to the attention of, and investigated by, school or District administration. It is an individual and collective responsibility of all staff to intervene in such incidents.

### **Personnel**

The District shall provide and promote opportunities for staff to increase their knowledge of SOGI-inclusive education, commitment to respect for human rights, support diversity, and strategies and actions that address discrimination in schools.

### **Instruction**

1. Teachers shall support students acquire the skills and knowledge to understand the impacts of homophobia, transphobia, anti-gay harassment, heteronormativity, and/or exclusion upon society.
2. All instruction resources must be age appropriate and comply with the BC Ministry of Education and Child Care standards for the specific courses where they are utilized.
3. Learning, curriculum and library resources should reflect and value the diversity in the District, so that all students, including 2SLGBTQIA+ students, see themselves and their lives meaningfully integrated into the curriculum and instruction.
4. In order to reflect the cultural diversity of the District, resources should be available in different languages and in formats easily accessible to English Language Learner students and their families.
5. The learning, curriculum and school library resources shall emphasize universal human themes that acknowledge human diversity as an essential and enriching element of our society.
6. All students will be provided access to participate in any school athletic activities based on their gender identity. Where BC School Sports (BCSS) rules apply, school staff and administration will support students to participate in BCSS sex-segregated athletic activities according to their gender identity

### **FACILITIES**

The District will, where possible, include gender-neutral washrooms and change rooms in schools. New schools must include gender-neutral washrooms and change rooms and, should that not be possible, an alternative space be designated.

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Date Adopted: 2025-03  
Date(s) Revised:

Cross References: Policy #17 Sexual Orientation,  
Gender Identity and Gender Identity