



LETHBRIDGE SCHOOL DIVISION POLICY AND PROCEDURE 502.2

Sexual Orientation, Gender Identity and Gender Expression



PURPOSE OF PRESENTATION

Provide information regarding the background of the policy and procedure including changes to the policy in 2018 and the procedure in 2022.

Background to Policy 502.2

Fall 2015

During a review of the impending Policy 502.1, Welcoming, Caring, Respectful and Safe Learning Environments, Division School Council recommended that it was in the best interest of students to develop a separate policy for Sexual Orientation, Gender Identity and Gender Expression.

It was expressed that a separate policy would provide both recognition and safety for a vulnerable group of students.

The Board felt this may be a policy they could support and began to explore what a separate policy would look like. This recommendation was prior to Policy 502.1 approval in December 2015.

NOVEMBER 2015 TO JANUARY 2016

DRAFT POLICY 502.2 DEVELOPED AND PUT ON WEBSITE FOR FEEDBACK FROM PARENTS, STAFF, AND COMMUNITY MEMBERS.

JANUARY 19, 2016: BOARD HOSTED PARENTS' SESSION. APPROXIMATELY 130 IN ATTENDANCE PROVIDED FEEDBACK REGARDING THE DRAFT POLICY.

BROUGHT TO POLICY ADVISORY COMMITTEE BEFORE BOARD FIRST READING.

Board Meeting February 23, 2016

- First Reading of the policy passed.
- During public forum individuals represented a breadth of perspectives from full support to no support of the policy.
- Public member presented the Board with a petition of 3,000 + signatures objecting to the policy as a stand-alone policy.
- Board passed the following motion: Be it resolved that an elected committee be formed for the purpose of drafting recommendations for the Board regarding Lethbridge School District No. 51 Policy 502.2.

MARCH 23, 2016

- Community Meeting organized by the School Board held at Wilson Middle School.
- Over 1,000 community members in attendance.
- Opportunity provided to public members to speak from the floor.
- Opportunity for community members to nominate individuals as candidates for the committee.
- A slate of nominated candidates was created and a vote procedure enacted (using same confidential process as a government election with screens, ballots, and ballot boxes).
- The vote resulted in four members of the community being the elected committee to work with Trustee Jan Foster and Associate Superintendent Wendy Fox on recommendations/ changes to the policy.



April 26, 2016.

Board meeting.

Policy 502.2 with changes based on some recommendations from the committee was presented to Board.

The Board unanimously passed second and third reading.

POLICY 502.2 REVIEWED BY POLICY ADVISORY COMMITTEE
RECOMMENDED AMMENDMENTS APPROVED BY THE BOARD
MARCH 27, 2018

- Policy reviewed by Policy Advisory Committee.
- Policy additions aligning the policy with Section 16.1 of the School Act (Support for Student Organizations)
- Policy regulation 2.5.5 clarifying communication regarding the student organization added.
- Revised policy circulated to stakeholders as per the practice of the Policy Advisory Committee (teachers, support staff, parents) for feedback.
- Revisions approved by the Board.

BACKGROUND TO PROCEDURE 502.2 (GUIDELINES)

GUIDELINES: ATTENDING TO GENDER IDENTITY, GENDER EXPRESSION AND SEXUAL ORIENTATION ON OUR SCHOOLS

-THE PROCEDURE GUIDELINES WERE DEVELOPED AND POSTED IN NOVEMBER 2019.

-THE GUIDELINES WERE DEVELOPED BY A COMMITTEE OF ADMINISTRATORS

-PRIMARY SOURCE DOCUMENT WAS CALGARY BOARD OF EDUCATION GUIDELINES DOCUMENT (LETHBRIDGE SCHOOL DIVISION RECEIVED PERMISSION FROM CBE TO USE THE DOCUMENT).



PURPOSE OF A PROCEDURE

A PROCEDURE, WHEN ATTACHED TO A POLICY, SERVES AS A SET OF STEPS OR GUIDELINES THAT INDIVIDUALS OR GROUPS OF INDIVIDUALS SHOULD FOLLOW TO IMPLEMENT AND COMPLY WITH THE POLICY.

PROCEDURES HELP ENSURE THAT POLICIES ARE EFFECTIVELY IMPLEMENTED AND CONSISTENTLY INTERPRETED. THEY BRIDGE THE GAP BETWEEN POLICY INTENT AND OPERATIONAL EXECUTION.

PURPOSE OF PROCEDURE 502.2 SPECIFICALLY (P.4)

Assist schools in creating welcoming, caring, respectful and safe environments Recognize each individual's uniqueness.

Provide accommodations through a process that is respectful and affirming.

Support best practices and decision making related to sexual and gender minority students.

Attend to the equality and dignity of all individuals inclusive of their gender identity, gender expression and sexual orientation.

Changes from 2019 to 2022

1. Introduction – no change
2. Purpose – no change
3. Definitions – Updated using same source document
 1. The Terminology Source used in 2019 is the same as the source used in 2022: The Alberta GSA Network - a collective of resources specific to Alberta K-12 students, teachers, and school staff. The Alberta GSA Network is jointly funded by the Government of Alberta's Ministry of Human Services and the Ministry of Education.
4. Gender Diversity Overview – no change
5. Privacy and Confidentiality (2nd paragraph of the section changed). Information regarding student confidentiality more condensed in revised paragraph. For wording of both paragraphs see full comparison document.

- 2.6 Accommodating Gender and Sexually Diverse Students – no change

- 2.7 Name Changes (2022, p. 11)

Section is quite lengthy and detailed in both 2019 and 2022. In 2022, added clarification regarding AKA/preferred name and permission process to match the provincial student information system.

- 2.8 Pronouns No change

- 2.9 Changes in Gender Identification.

A detailed section, one aspect of it was changed. The change is specific to provincial process/ requirements for changing a name on an Alberta birth certificate. The rules are provincial, not determined by the school division.



- 2.10 Washrooms and Changerooms – No change
- 2.11 Physical Education and Sports
Added to the section (p. 15) in 2022
“Lethbridge School Division supports the provision of co-educational Physical Education and Wellness classes.”
- 2.12 Overnight Trips
Added to section (p. 15) in 2022
“....students are ALWAYS included in school outings...”
- 2.13 Gay-Straight Alliances
Added to section (p. 16) in 2022
“...as supported by Section 35.1 of the Albert Education Act, which affirms support for student organizations.”
- 2.14 Minimizing Gender-Segregated Activities
Added to section (p. 17) in 2022
“Implementation of the outcomes within the programs of study should promote inclusion, and it is important to note that none of them require gender segregation.”



2.15 Student Attire (p. 17)

REMOVED the following from the section:


All students are expected to maintain standards related to appropriate attire (e.g., no offensive words or visuals on clothing, clothing that appropriately covers the body, etc.). Parents can find any school policies related to student attire in School Handbooks.

2.16 Safety – No Change



2.17 INCLUSIVE CURRICULUM, RESOURCES AND ACCESS TO INFORMATION – ADDED – P. 18

- The existence of sexual and gender diverse people is often omitted or only included in a highly stigmatized way in classrooms, as well as in the media and popular culture.
- The lack of positive acknowledgment of sexual and gender diversity or queer history makes it difficult for gender and sexual diverse or questioning young people to feel that they have a place in the world.
- The omission of these important groups from curriculum, programs of study, resources, and assessments creates a misconception among many students that sexually and gender diverse people do not exist or are in some way inferior.
- Therefore, Lethbridge School Division staff members are encouraged to challenge gender and sexual orientation stereotypes and integrate positive content into teaching and learning on a regular basis.

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- 2.18 Family Members – no change
 - 2.19 System Supports and Contacts – no change
 - 2.20 Roles and Responsibilities – no change
 - 2.21 Gender Unicorn – no change
 - 2.22 Ministry and Program Policy Memorandums
 - 2.23 Guiding Conversation Questions - Removed from 2022