

Red Deer Public School District No. 104

Sexual Orientation and Gender Identity Policy & Regulation (6.01.08)

Passed: December 9, 2015

Weblink: <http://www.rdpsd.ab.ca/documents/general/60108-SexualOrientationandGenderIdentity.pdf>

Grade: A+

Evaluation Notes:

- (1) District has a specific/standalone sexual orientation and gender identity policy, procedure, and/or resources
 - Has a comprehensive standalone policy and it is clearly accessible on district website.
- (2) Policy complies with provincial legislation
 - Policy is proactive in nature and complies with government legislation and includes specific supports and protections for diverse sexual orientations, gender identities, and gender expressions.
 - Meets all human rights' requirements.
 - Includes specific support for students to start a GSA/QSA.
- (3) Clearly addresses the needs of sexual and gender minority (LGBTQ) students, staff, and families
 - Welcomes, affirms, and celebrates the unique needs and contributions of LGBTQ students, staff, and families.
- (4) Provides specific supports for transgender and non-binary students
 - Clear and detailed supports for transgender students are identified.
- (5) Protects student confidentiality and privacy
 - Policy clearly reinforces student right to confidentiality when attending a GSA and in school records.
- (6) Imposes no special requirements/additional constraints
 - Policy imposes no additional requirements or constraints for LGBTQ students.

Other Comments:

Policy is proactive. Requires all schools to publicly identify a "safe contact". Supports policy implementation through professional development.

Lethbridge Public School District No. 51

Sexual Orientation, Gender Identity and Gender Expression (502.2)

Passed: April 26, 2016

Weblink:

<http://www.lethsd.ab.ca/documents/general/pp%20502%20%20Sexual%20Orientation%20Gender%20Identity%20and%20Gender%20Expression.pdf>

Grade: B

Evaluation Notes:

- (1) District has a specific/standalone sexual orientation and gender identity policy, procedure, and/or resources
 - Standalone policy and supporting documents are publicly accessible on district website.
- (2) Policy complies with provincial legislation
 - Complies with government legislation and includes specific supports and protections for diverse sexual orientations, gender identities, and gender expressions.
 - Includes specific support for students to start a GSA/QSA, and name it as such.
- (3) Clearly addresses the needs of sexual and gender minority (LGBTQ) students, staff, and families
 - Policy focuses only on students. Same-sex families and LGBTQ staff are not included, which is a critical absence.
- (4) Provides specific supports for transgender and non-binary students
 - No specific supports or provisions are detailed in policy for washrooms, student records, athletics, locker rooms, field trips, etc.
- (5) Protects student confidentiality and privacy
 - No specific mention of a student's right to privacy and confidentiality is included in policy.
- (6) Imposes no special requirements/additional constraints
 - Policy imposes no additional requirements or constraints for LGBTQ students.

Other Comments:

The District does provide a policy Q&A, which provides additional information on washroom use, athletics and student confidentiality. This information must be clearly included in any future policy revision and/or regulations.

See: <http://www.lethsd.ab.ca/Public%20Meeting%20Q%20and%20A.php>

Grande Prairie and District Catholic Schools

Inclusive Catholic Communities: Providing Safe and Caring Learning Environments (Policy 21)

Passed: March 2016

Policy Weblink:

<http://gpcsd.ca/documents/general/Policy%2021%20Approved%20March%2021%202016.pdf>

Inclusive Catholic Communities: Providing Safe and Caring Learning Environments (Administrative Procedure 337)

Supporting & Guiding Students in Inclusive Catholic Communities: Gender Identity and Expression (Administrative Procedure 338)

AP Weblink: <http://gpcsd.ca/documents/general/300-Students.pdf>

Grade: D

Evaluation Notes:

- (1) District has a specific/standalone sexual orientation and gender identity policy, procedure, and/or resources
 - Policy is framed as a generic “Safe and Caring Learning Environments” policy with no specific inclusion of LGBTQ students.
 - The District has a more detailed Administrative Procedure (337 & 338), which addresses gender identity and gender expression.
- (2) Policy complies with provincial legislation
 - Policy includes sexual orientation, gender identity and gender expression as protected grounds against discrimination.
 - Administrative Procedure 337, Section 2.4 fails to specifically include gender identity and gender expression as protected grounds against discrimination or bullying.
 - Administrative regulation fails to provide clear and unequivocal support for a student’s right to create a GSAs/QSAs, or name it as such (See Procedures 3,4,5,6).
- (3) Clearly addresses the needs of sexual and gender minority (LGBTQ) students, staff, and families
 - There is no explicit focus on LGBTQ staff or same-sex parented families.
- (4) Provides specific supports for transgender and non-binary students
 - Yes, Administrative Procedure 338 provides specific details regarding privacy and confidentiality, common names, official records and communications, school transfers, washrooms, change rooms, dress codes, athletics, and field trips.
 - Decisions are to be managed in “the best interests of the child” (Procedure 4).
 - Ensures for privacy rights of transgender students (Procedure 5).

- Unclear as to whether transgender students can access any washroom in accordance with their lived gender identity. Procedure only speaks to private washroom use.

(5) Protects student confidentiality and privacy

- Procedure includes a student's legal right to privacy and references FOIPP (Procedure 6.5).

(6) Imposes no special requirements/additional constraints

- Procedures impose the use of CCSSA LIFE club framework on any GSA or QSA, which includes "Church teaching on chastity" (Procedure 6.7).
- Procedure provides provision for the school to notify parents of any student club (including GSAs or QSAs) that is formed in the school (Procedure 6.10).
- Name for any student group, such as GSA or QSA, must be approved by the Principal, in consultation with the Chief Superintendent (Procedure 6.8). Policies or procedures do not clearly state a student has the legal right to call their group a GSA or QSA, regardless of wishes of the Principal or Superintendent.
- Restricts the formation of GSAs or QSAs "normally" to specific grade levels (Procedure 3 & 4), despite no such restriction in government legislation.

Other Comments:

Limitations on a student's right to create a GSAs/QSAs, and name it as such, are a violation of the School Act and Alberta Bill of Rights. Curiously, policies and procedures never use the words "gay-straight alliance," "queer-straight alliance," or "lesbian, gay, bisexual, transgender or queer", rather language such as "students with same sex attractions" is used. LGBTQ staff and same-sex parented families are omitted from all policies and procedures.

Greater St. Albert Roman Catholic Separate School District No. 734

Safe and Caring Learning Environments for Students – Administrative Procedure 359

Passed: March 4, 2016

Policy Weblink: <http://www.gsacrd.ab.ca/download/9185>

Accommodating and Respecting Gender Identity and Expression – Administrative Procedure 360

Date: January 26, 2016

AP Weblink: <http://www.gsacrd.ab.ca/download/69786>

Grade: D

Evaluation Notes:

- (1) District has a specific/standalone sexual orientation and gender identity policy, procedure, and/or resources
 - This is not a standalone sexual orientation or gender identity policy. LGBTQ issues are minimally addressed within a larger “Safe and Caring Learning Environments” policy for students.
 - This obscures any clear and unequivocal public support for LGBTQ students.
 - There is a procedure which addresses gender identity and gender expression. However, procedures can be changed at any time without public consultation or board approval.

- (2) Policy complies with provincial legislation
 - Policy fails to include human rights protections on the grounds of gender identity and gender expression (see 2.4 as example).
 - Does not specifically mention or include GSAs/QSAs when discussing co-curricular student groups or clubs (see Procedures 2). May be in violation of government legislation by “normally” restricting any “sexual identity” group such as a GSA or QSA to grades 7-12.
 - Requires the principal to approve any club name. Procedure does not indicate students have a legal right to call their club a GSA or QSA (See Procedure 4.8).

- (3) Clearly addresses the needs of sexual and gender minority (LGBTQ) students, staff, and families
 - Focuses only on students. No mention of the rights of LGBTQ staff or same-sex parented families to be fully included and protected within their school environment.

- (4) Provides specific supports for transgender and non-binary students
 - Administrative Procedure 338 provides specific details regarding privacy and confidentiality, common names, identification documentation and records, dress

code, washroom and change facilities, athletics and field trips (in Appendix A & C). All to be established via accommodation plans on a case-by-case basis for individual students.

- Procedure recognizes “the right for students to access facilities based on their identified gender identity” (this includes washrooms) (p. 13).

(5) Protects student confidentiality and privacy

- Procedure ensures for privacy rights of transgender students (Principle 3d). This should also be extended to include sexual orientation. Policy and procedure are not clear on privacy and confidentiality considerations regarding a student’s sexual orientation.
- Procedure provides provision for the school to notify parents of any student club (including a GSA/QSA) that is formed in the school (Procedure 4.9 & 4.10).

(6) Imposes no special requirements/additional constraints

- Calls students with same-sex attractions to a life of prayer, self-control, and chastity.
- Procedure explicitly requires a staff advisor of any student group to impose the “Church’s definition of chastity as a basis for advising students within their work” (Procedure 4.6 & 4.7).
- Requires any student group (such as a GSA or QSA) the additional burden to follow the “CCSSA Life Framework” (See Procedure 3 and Appendix 1).

Other Comments:

Procedure fails to specifically recognize lesbian, gay, bisexual and transgender identities by name, which denies recognition or validation of identity and personhood. Procedures do not mention GSAs or QSAs by name and impose additional challenges to their establishment. Policy and procedures provide no provision for the support or protection of LGBTQ teachers or inclusion of same-sex parented families.