



Proposed Draft Board Stand Alone Policy – Sexual Orientation and Gender Identity

..."With respect to the fundamental rights of the person, every type of discrimination, whether social or cultural, whether based on sex, race, colour, social condition, language or religion, is to be overcome and eradicated as contrary to God's intent." (Gaudium et Spes, 29)

Catholic schools are places of both learning and of spiritual growth and fulfillment. Our schools share a foundational belief in the goodness, dignity and worth of each person, created in the image and likeness of God. Each child is a precious gift and sacred responsibility. *The mission of Edmonton Catholic Schools is to provide a Catholic education* that inspires students to learn and that prepares them to live fully and to serve God in one another.*

The Board is committed to respecting the sexual orientation and gender identity of students by providing and maintaining a safe, inclusive, equitable, fair, welcoming learning and teaching environment.

All members of the school community have the right to an environment free of discrimination, prejudice, and harassment. This right is guaranteed under the Canadian Charter of Rights and Freedoms, *Alberta Human Rights Act, Alberta School Act* and other pertinent legislation including Bill 10. These rights shall be supported through District Policies and Regulations.

The Board acknowledges that under Bill 10, students and their families have the right to:

- be treated fairly, equitably, and with dignity and respect;
 - have their confidentiality protected and respected;
 - self-identification and determination;
 - freedom of conscience, expression, and association;
 - be fully welcomed** in an inclusive, positive, and respectful manner by all school personnel;
 - have access to appropriate supports, services, and protections;
 - have the same avenues of recourse provided to all, who are subjected to harassment, prejudice, discrimination, intimidation, bullying, and/or violence; as provided in district policies, the *School Act, and Bill 10*;
 - be included, valued and respected.
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References:

- Bill 10, June 1, 2015
- GP#1 Mission Statement
- GP#2 Common Essential Learning Outcomes
- ARA#2 Administrative Relationships with Parents, Students, Staff & Volunteers
- (Hospitality) The Religious Dimension of Education in Edmonton Catholic Schools**
- *School Act*
- *Alberta Human Rights Act*
- Pertinent Legislation
- AP 138 Commitment to Inclusive Communities in Edmonton Catholic Schools Policy
- AR 138 Commitment to Inclusive Communities in Edmonton Catholic Schools Regulation
- Council of Catholic School Superintendents of Alberta (CCSSA) A Pastoral Approach to Supporting and Guiding Students in Inclusive Communities – Gender Identity and Expression
- HFA.AR Sexual Orientation and Gender Identity, Edmonton Public Schools
- HFA.BP Sexual Orientation and Gender Identity, Edmonton Public Schools
- The Northwest Territories Act, 1875, S.C.1875sS.49:*
- Canadian Charter of Rights and Freedoms
- AP 271 Ethno-cultural Relations
- AR 217 Ethno-cultural Relations

October 8, 2015