

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

Section

SCHOOLS AND STUDENTS

challenge discrimination based on sexual orientation, gender expression, and gender identity. Whenever possible, resource materials should also include issues experienced by Two Spirited people.

- 2.1.6 2SLGBTQ students need educators to explicitly and visibly support, respect, include, and validate them.

2.2 Confidentiality

- 2.2.1 In the interest of safe and supportive environments, SGDSB is committed to ensuring that the confidentiality of the sexual orientation and gender identity of students and employees will be protected. Students and employees who identify as lesbian, gay, bisexual, transgender or transitioning will be given the support they require to do their work in a safe and respectful environment.
- 2.2.2 If a student is harmed as a result of their sexual orientation, gender expression or gender identity, or perceived sexual orientation, gender expression, or gender identity, an administrator will maintain the confidentiality of the student's sexual orientation or gender identity, and may not report the incident to the student's parent/guardian, if, in the administrator's opinion, doing so would put the student at risk of harm from the parent/guardian.

2.3 Guidance and Counselling

- 2.3.1 Superior-Greenstone District School Board will ensure that student counselling services and programs are free from discriminatory biases related to sexual orientation and gender identification, and that these services and programs do not underestimate the potential of 2SLGBTQQIA students, because of bias and stereotyping related to sexual orientation, gender expression or gender identity.
- 2.3.2 Superior-Greenstone District School Board supports the rights of 2SLGBTQQIA students to counseling that is supportive, affirming and free from efforts on the part of counselors to try to change their sexual orientation, gender expression and gender identity through the use of or the referral to aversion, reparative, or conversion therapies.
- 2.3.3 School administrators and counsellors will ensure that counselling and support are provided to students who are dealing with sexual orientation, gender identity and gender expression related matters.

2.4 Staff Development and Professional Learning

- 2.4.1 Superior-Greenstone District School Board will strive to ensure that curriculum delivery in all subject areas is consistent with the principles and practices of equity and inclusive education as they relate to sexual orientation and gender identity. Superior-Greenstone District School Board will honour this commitment by:

- ensuring that its staff have access to a wide variety of bias-free teaching and learning materials;
- supporting staff who

- 3.10 Recognize the importance of compounding oppression, including racism, classism, and ableism. Do not assume that trans students' needs will be met by programs intended to support LGBTQ students.
- 3.11 Meaningfully include, consult, and engage individuals and organizations with established expertise in intersectionality and 2SLGBTQ-inclusive education .

4. **Definitions:**

- Agender – a person who identifies as having no gender or a neutral gender identity.
- Androgynous – a word to describe a behaviour, trait, or style of expression that either blends both masculine and feminine forms of expression or is culturally read as gender-neutral.
- Asexual - an individual who does not experience sexual attraction to others.
- Barriers - policies, procedures or practices that prevent equity of access and outcome. They can be both systemic and individual.
- Bias - an inaccurate, limited, and fixed view of the world, or of a given situation, individuals, or groups. A bias against or towards members of a particular sexual orientation, gender expression or gender identity can be expressed through speech, nonverbal behaviour, and written and other media.
- Bisexual - individuals who are romantically and/or sexually attracted to people of more than one gender, though not necessarily at the same time or to the same degree. Bisexual may also be defined as romantic and/or sexual attraction to people of all genders.
- Cisgender – a person whose gender identity corresponds with what is socially expected based on their sex assigned at birth (e.g. a person who was assigned male at birth identifies as a man).
- Demisexuality - a person who experiences sexual attraction to someone only after having an emotional attraction to them.
- Dyadic – a person whose chromosomal, hormonal, or anatomical sex characteristics fall within the conventional classifications of male or female.
- Gay - a person whose primary sexual orientation is to members of the same gender. It is sometimes used to refer to the general 2SLGBTQQIA

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- Nonbinary – an umbrella term to reflect a variety of gender identities that are not exclusively man or woman. Identity terms which may fall within this category include: genderqueer, agender, bigender, genderfluid, or pangender.
- 2SLGBTQQIA – Two Spirited, Lesbian, Gay, Bisexual, Transsexual, Transgender, Queer and Questioning, Intersex and Asexual, is an acronym for individuals or

5. Review

PRONOUN USAGE GUIDE – (<https://egale.ca/awareness/pronoun-resource-for-teachers/>)

Tips and Tools

1. To be inclusive and respectful of gender diversity, use the gender-neutral pronoun set, they, them, theirs, when referring to any person whose pronouns you do not know until