



POLICY: IGABB
SUBJECT: Safe and Caring Policy – Trans and Gender Diverse Students and Staff
APPROVAL DATE: June 20, 2016
REVISION DATE:
PAGE: 1 of 6

1. GENERAL

The Winnipeg School Division strives for students to receive a high quality education in a safe, equitable and inclusive school environment. The Division is committed to providing learning opportunities, dignity, respect and equity for all including trans and gender diverse students and staff.

As diverse situations occur and the needs of individuals vary, all circumstances will be assessed on a case-by-case basis.

- 1.1** All students and staff regardless of gender identity or expression have the right to be open about who they are, and have the right to privacy and confidentiality. This would include, but is not limited to, those who have transitioned or who are transitioning, identify as agender, gender creative, gender fluid, gender variant, gender diverse, two-spirit, queer, trans/transgender or transsexual.
- 1.2** The policy is intended to support all students and employees and is based on best practices identified in current research and educational literature as effective and appropriate in the creation of learning environments that are welcoming, caring, respectful and safe for students, staff, families and all other members of the school community.
- 1.3** The policy applies to:
 - 1.3.1** All students, staff, parents/ guardians, volunteers and trustees in the Winnipeg School Division.
 - 1.3.2** All Division activities, sponsored or sanctioned events, on or off Division property. This includes electronic communication/social media as outlined in accordance with Board policy JFCBA- Responsible Use, and may include situations outside of school hours that impact the learning environment.
- 1.4** The Winnipeg School Division will ensure that everyone is welcomed and supported within the school community including parents/ guardians, family, community members and volunteers. This inclusive approach will strengthen families and invigorate community supports and increase student success.

2. DEFINITIONS:

LGBTQ Definitions and Resources in support of this policy are available on the Division's website <https://www.winnipegsd.ca/Family & Community>.



POLICY: IGABB
SUBJECT: Safe and Caring Policy – Trans and Gender Diverse Students and Staff
APPROVAL DATE: June 20, 2016
REVISION DATE:
PAGE: 2 of 6

3. RESPONSIBILITIES:

All employees, students and trustees are responsible to ensure their conduct contributes to a welcoming, caring, respectful and safe learning and working environment for everyone. All staff should consider each student's needs and concerns individually, as each LGBTTTQ student is unique with different needs. An accommodation that works for one student cannot be assumed appropriate for another.

3.1 Chief Superintendent or designate:

Chief Superintendent or designate shall be responsible to:

- Implement this *Policy*.
- Ensure all staff receive the appropriate professional development opportunities and support for curriculum implementation.
- Ensure that inclusive community resources and library supports are available to students and staff in the Division.
- Providing support for LGBTTTQ inclusiveness in the Division.
- Promoting and recognizing diversities within school communities.

3.2 Principals and Vice-Principals

Principals and Vice-Principals shall be responsible to:

- Provide a leadership role and promote safety, respect and inclusiveness in the school and community.
- Responsible for implementing this policy and other policies with respect to human diversity and safe and caring schools.
- Oversee staff utilization of language, educational resources and approaches that are inclusive and respectful of diverse sexual orientations, gender identities and gender expressions.
- Provide a support team as an extended advocate for LGBTTTQ students. Each school shall have a student support team, which may include: the student, parent/guardian, principal, vice-principal, counsellor, resource teacher, School Resource Officer (SRO), clinician, teacher(s) or EA(s).

3.3 Teachers and Designated Support Staff Roles:

All teachers and designated support staff shall be responsible to:

- Model inclusiveness and respect for human diversity and reinforce this policy.
- Model respect, understanding, and affirmation of diversity in the working and learning environment.
- Monitor academic achievement, engagement, attendance and well-being of trans and gender diverse students.



POLICY: IGABB

SUBJECT: Safe and Caring Policy – Trans and Gender Diverse Students and Staff

APPROVAL DATE: June 20, 2016

REVISION DATE:

PAGE: 3 of 6

- Provide Supports and Resources to:
 - Ensure library supports, classroom materials and activities are LGBTTTQ inclusive through the acquisition of trans-positive fiction and non-fiction books for school libraries, that support and encourage trans and gender non-conformity.
 - Reflect upon the accomplishments and contributions of the LGBTTTQ community by providing positive images and accurate information about the history and culture.
 - Challenge gender stereotypes and integrate trans- positive content into the teaching of all subject areas in accordance with WSD policy, and procedures in provincial legislation.

3.4 Student Roles

All students are expected to follow school Code of Conduct and shall:

- Behave in a respectful manner and comply with all Division policies, including social media policies
- Respect the rights of all students with regard to their gender identity and gender expression
 - Support the safety and well-being of all students.
 - Recognize the diversity of the student population.
- Be aware that the following behaviours are unacceptable:
 - (i) bullying, or abusing physically, sexually, or psychologically - verbally, in writing or otherwise - any person,
 - (ii) discriminating on the basis of any characteristic set out in subsection 9(2) of The Human Rights Code
 - (iii) outing other people

3.5 Professional Development

Ongoing training and professional development opportunities will be provided and are required for all staff in promoting human diversity. In addition, preventative strategies and how to respond to disputes or conflict involving Homophobia/Biphobia/Transphobia. Participation in the training is essential for staff to have the necessary skills to appropriately and effectively deal with sensitive issues regarding bullying prevention and human diversity.

Ongoing professional development for leaders on trans and gender diverse topics are necessary for understanding the daily realities of the trans community and to make a solid commitment for change.

3.6 Gay-Straight Alliances

Per the Manitoba Public Schools Act (41)(1.8) and Division policy, the Division must accommodate pupils who want to establish and lead activities and organizations that promote and support the establishment and continuity of Gay- Straight Alliances (GSAs) or other similar student support groups.



POLICY: IGABB
SUBJECT: Safe and Caring Policy – Trans and Gender Diverse Students and Staff
APPROVAL DATE: June 20, 2016
REVISION DATE:
PAGE: 4 of 6

Gay Straight Alliances (GSAs)/ Diversity Groups provide safe and inclusive spaces for students to talk about their experiences and to facilitate awareness of LGBTTTQ issues in school. School GSAs should encourage and support scholarships and awards that recognize the unique strength and resilience of trans and gender diverse students. They should also support actions, activities, and campaigns that celebrate gender diversity, foster trans-positivity and create awareness of transphobia, gender stereotypes and gender based violence.

3.7 Privacy and Confidentiality

The Winnipeg School Division recognizes everyone's right to privacy and confidentiality. An individual's right to discuss and express their gender identity and/or expression openly and to decide when, with whom, and how much private information to share shall be respected.

Regular discrete contact with trans and gender diverse students is encouraged to ensure privacy can be discussed and addressed. Staff are not permitted to disclose a student's or employee's gender identity or gender expression status to others unless previous permission has been provided or a situation occurs jeopardizing the safety of the individual.

3.8 Change of Identity and Expression or Transition

Consultations are recommended for staff or students who may change their gender identity and expression or transition, they will be asked if they wish to participate in the education of their peers/coworkers.

- Students: If a student's gender identity and expression changes or transitions, they will be supported by school staff through the process. It is their right to request affirming pronouns, name change and access accommodations congruent with their gender identity.
- Staff: If an employee is transitioning, they are encouraged to meet with their immediate supervisor and Human Resources in confidence. Workplace support, and supervisor support is critical before, during and after a medical and/or social transition.

3.9 Communicating with Parents/ Guardians

The WSD believes in collaboration with families/ guardians, and acknowledges that the student's safety is the utmost priority. When parents/guardians are aware and supportive of the student's gender identity and expression, the school's student support team will work collaboratively with the student and family to ensure a safe and respectful environment.

In situations where familial support is not available for trans or gender diverse students, the school has the right to support the student in a safe and caring environment. When necessary, preferred name and gender should not be used when communicating with parents/ guardians. This alert will be indicated in the student's profile in the student information system.



POLICY: IGABB
SUBJECT: Safe and Caring Policy – Trans and Gender Diverse Students and Staff
APPROVAL DATE: June 20, 2016
REVISION DATE:
PAGE: 5 of 6

4. GUIDELINES FOR DEALING WITH CONFLICT

Education is necessary to promote human diversity and is the primary goal when conflict occurs. All students, staff, parents/ guardians, volunteers and trustees in the Winnipeg School Division are required to abide by Division policy and legislation in regards to bullying, discrimination, harassment and violence on the basis of gender identity or perceived gender identity. Every staff who is a witness to disputes or conflict has the responsibility to resolve the manner and report to the Principal as required.

When disputes or conflicts occur, they are to be resolved in a manner that involves the trans or gender diverse student, an employee or an adult ally (from the Support Team) in the decision- making process to maximize inclusiveness and address the best interests of the individual. The resolution should be within the group, and the victim shall not be segregated throughout the process.

The Winnipeg School Division may impose disciplinary measures for conduct that occurs at any time including after school hours, as well as off school property, where there is evidence of behaviour which may result in a disruption in the school community, or is harmful to the physical or mental well-being of students or staff or may reasonably be seen as intended to create a negative school environment for another person.

This policy is consistent with applicable Federal and Provincial legislation, and Divisional policies including but not limited to:

Policy AC – Human Rights

Policy GBE – Workplace Safety and Health

Policy GBEEA- Violence Prevention

Policy GCP - Discipline and Discharge, all staff must adhere to the guidelines for the Safe and Caring Policy for trans and gender diverse students and staff.

Policy GCPDA- Harassment Prevention

Policy IGAB – Diversity and Equity Education

Policy JFCBA- Responsible Use

Policy JG – Safe Schools, each school in the Winnipeg School Division shall incorporate guidelines for appropriate student behaviour regarding gender identity and expression.



POLICY: IGABB

SUBJECT: Safe and Caring Policy – Trans and Gender Diverse Students and Staff

APPROVAL DATE: June 20, 2016

REVISION DATE:

PAGE: 6 of 6

Manitoba Human Rights Code: all programs, activities and employment practices shall be free from discrimination based on sex, sexual orientation or gender identity. The protected groups within the Code are subject to change under the legislation.

Manitoba Human Rights Commission and the Charter of Rights and Freedom: it is unlawful to commit discrimination, harassment or bullying against a person on the basis of their gender identity and/ or gender expression. It is also unlawful to discriminate against an ally of a transgender person.