

**POLICIES**

**Approved:** 2016-03-10

**Policy:** #208

**Amended:**

**Section:** School Operations

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**#208 Sexual Orientation, Gender Identity, and Gender Expression**

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**POLICY STATEMENT**

The Board of Directors is committed to establishing and maintaining a safe, inclusive, equitable, and welcoming learning and working environment for all members of the school community. This includes students, staff members, and families who identify or are perceived as being lesbian, gay, bisexual, trans, two-spirit, queer, questioning and/or gender-diverse with respect to their sexual orientation, gender identity, or gender expression (hereinafter referenced as LGBTQ+). The Board expects all members of this diverse community to be accepted, respected, welcomed, and supported at New Horizons School.

The Superintendent is responsible to develop administrative procedures that are consistent with this policy.

**GUIDELINES**

1. All members of the school community shall be afforded a learning and working environment that is free of discrimination, prejudice, and harassment. The Board will not tolerate harassment, bullying, intimidation, or discrimination on the basis of a person's actual or perceived sexual orientation, gender identity, or gender expression.
2. All students, staff members, or families who are members of the LGBTQ+ community shall:
  - a. Be treated fairly, equitably, and with dignity and respect.
  - b. Have their confidentiality respected and protected.
  - c. Have the right to self-identification and self-determination.
  - d. Be represented in an inclusive, positive and respectful manner by all school personnel.
  - e. Have full and equitable access to the same supports, services, and protections provided to all other members of the school community.
  - f. Have avenues of recourse, without fear of reprisal, available to them when they have been, or perceive they have been, victims of harassment, prejudice, discrimination, intimidation, bullying, or violence.
  - g. Have their identities, families, cultures, and communities included, valued, and respected within all aspects of the school environment.