



GUIDELINES: LGBTQ INCLUSIVITY POLICY

To have quality education for all, it is critical that the education provided at Tanbridge Academy is equitable and inclusive. It is our goal that each and every student, regardless of race, gender or sexual orientation, has the educational opportunity and support needed to be successful in school and in life.

It is our intention at Tanbridge Academy to create an inclusive curriculum that implements evidence-based strategies to insure the safety, belonging and full participation of all members of our Tanbridge Academy community.

Objective

To support the creation of welcoming, caring, respectful, self-learning environments that foster diversity and nurture a positive sense of self and belonging. Tanbridge Academy will support and encourage these best practices by:

- Reviewing and revising existing policies, regulations and procedures
- Creating new policies, regulations, procedures and resources
- Enforcing professional development, planning and professional conversations
- Communicating more effectively with students, staff, families and community members

Principles

The best practices in these guidelines are built on the following principles:

- The rights and needs of students with diverse sexual orientations, gender identities and gender expressions are respected
- Self-identification is the sole measure of an individual's sexual orientation, gender identity and gender expression
- All students and staff with diverse sexual orientations, gender identities and gender expressions:
 - Are treated with dignity and respect
 - Have the right to be open about who they are including expressing their sexual orientations, gender identities and gender expression without fear of unwanted consequences
 - Have the right to privacy and confidentiality
 - Are actively included in the collaborative decision-making process that supports the implementation of these best practice guidelines



These guidelines for supporting students and staff with diverse sexual orientations, gender identities and gender expression are based on practices most consistently 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 the students, staff, families and all other members of the school community. Best practices include:

- Providing safe access to washroom and change room facilities
- Respecting an individual's right to self-identification
- Maintaining school records in a way that respects privacy and confidentiality
- Ensuring dress codes respect and individual's gender identity and gender expressions
- Minimizing gender separated activities
- Enabling students with diverse sexual orientations, gender identities and gender expressions to have full, safe and equitable participation in curricular and extra-curricular activities
- Providing professional learning opportunities that enable staff to understand and support diverse sexual orientations, gender identities and gender expressions
- Using a comprehensive and whole-school approach to promote healthy relationships, prevent bullying and respond to bullying behaviour
- Ensuring students have the understanding, skills and opportunities to contribute to welcoming, caring and safe learning environments that respect diversity and nurture a positive sense of self and belonging
- Ensuring all families are welcomed and supported as valued members of the school community
- Ensuring school staff have work environments where they are protected from discrimination

These eleven best practices are mutually supportive and interdependent. As understanding of diverse sexual orientations, gender identities and gender expressions grows and learning environments and school communities adapt, best practices will also change and evolve.

Tanbridge Academy is dedicated to the task of ensuring that our students and staff have access to a welcoming, caring and safe learning environment that respects diversity and fosters a sense of belonging.

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