LEARNING ENVIRONMENTS THAT RESPECT GENDER IDENTITY, SEXUAL ORIENTATION, AND HUMAN SEXUALITY

Background

The Board is committed to establishing and maintaining a welcoming, caring, respectful and safe learning environment for all members of the school community. This includes students, staff members, and families who are part of the 2SLGBTQIA+ community. The Board expects all members of this community to be accepted, respected, welcomed, and supported at STEM Innovation Academy, while adhering to applicable legislation.

Procedures

1. The Principal shall:

   1.1. Ensure all aspects of this administrative procedure are clearly communicated to all staff, students and families;

   1.2. Ensure that students and staff with diverse sexual orientations, gender identities:

      1.2.1. are treated with dignity and respect;

      1.2.2. have the right to privacy and confidentiality;

   1.3. Ensure as per the School Code of Conduct that any discriminatory or prejudicial attitudes, language or behaviours are addressed, whether they occur in person or in a digital form.

2. Principals shall grant immediately, permission for students to establish voluntary student organizations, or to lead an activity intended to promote welcoming, caring, respectful and safe learning environments that respects diversity and fosters a sense of belonging. This includes an organization or activity that promotes equality and non-discrimination with respect to, without limitation, race, religious belief, colour, gender, gender identity, gender expression, physical disability, mental disability, family status or sexual orientation, including but not limited to organizations such as Gay-Straight Alliances, or similar student support groups.

3. The students may select a respectful and inclusive name for the organization or activity.

4. Parental Notification and Consent of Preferred Names or Pronouns

   4.1. STEM Innovation Academy will notify parents if a student requests that teachers, principals and other school staff refer to them by a new preferred name or pronoun related to gender identity.

   4.2. Teachers, principals and other school staff will not use the new gender identity-related preferred name or pronoun until parental notification has occurred for students under 18 years of age, and for students under 16 years of age, until parental consent has been obtained.

4.3. STEM Innovation Academy will ensure students are provided with counselling or other assistance prior to parental notification if the above notification is reasonably expected to result in psychological or emotional harm to the student, or at the student's request.

5. Parental Opt-in for Subject Matter Dealing with Gender Identity, Sexual Orientation or Human Sexuality.

5.1. STEM Innovation Academy will notify parents and provide the opportunity to opt their child in where direct instruction, including instructional materials, includes subject matter that deals primarily and explicitly with gender identity, sexual orientation or human sexuality.

5.1.1. Parents will be provided notice at least 30 days in advance to ensure parents have sufficient information and detail to make an informed decision;

5.1.2. Consent may be provided to either partially or fully opt in.

5.2. Parental consent does not apply to other subject matter or incidental references to these topics.

6. Minister Approval

6.1. The Minister of Education and Childcare will approve in advance any learning and teaching resources that deal primarily and explicitly with gender identity, sexual orientation, or human sexuality.

6.2. The Minister will approve in advance any external parties presenting learning and teaching resources dealing primarily and explicitly with gender identity, sexual orientation or human sexuality. All learning and teaching resources will also receive pre-approval.

Approved: September 2021

Amended: September 2025