

SD 42 POLICY: 9410

- (e) School Codes of Conduct shall be reviewed annually to assess the effectiveness and relevance in addressing current school safety issues with staff, parents and students.
- (f) Disciplinary actions arising as a result of persons not adhering to the School Code of Conduct shall be based on District policy and regulation.
- (g) Each school shall adopt a dress code that attempts to balance individual liberty, social convention, functionality and school community values.
- (h) Schools should include in their Codes of Conduct, specific reference to discrimination on the basis of the following (but not limited to): appearance, capacity, disability, colour, ethnicity, religion, real and/or perceived sexual orientation, gender identity, or gender expression.

4. IMPLEMENTATION GUIDELINES

This policy expects all members of the school community to model respectful and inclusive conduct and refuses to tolerate any form of discrimination.

The following guidelines will assist the School District with the implementation of this policy:

- (a) The School District should provide opportunities for school communities to increase awareness of the scope and impact of discrimination against LGBTTIQ and to create an inclusive environment.
- (b) Schools are expected to ensure that students and staff are educated in and free to discuss the areas of understanding diversity, harassment, discrimination, anti-homophobia, anti-transphobia, and anti-heterosexism in ways that are curricularly relevant and age appropriate.
- (c) The schools should provide support or direct people to appropriate community support for any student or employee in their school communities.
- (d) The Board in the regular course of reviewing policy ensures language is representative of the diversity in our community.
- (e) The Board shall promote opportunities for staff to increase their knowledge and skills in promoting respect for human rights, supporting diversity, and addressing discrimination in schools.
- (f) In the interest of safe and supportive environments, the Board is committed to ensuring that the confidentiality of the sexual orientation and gender identity of students and employees will be protected.

5. SAFETY ANR15 8[5 8[5 Yg

Glossary

Ally: An individual who is supportive of the LGBTTIQ community. They believe in the dignity and respect of all people, and are willing to stand up in that role.

Banned Substance: Any pharmacological substance with no current approval by any governmental regulatory health authority for human therapeutic use.

Bisexual: Generally used to describe people who are romantically

Intoxicating:

Transsexual: Used to describe those individuals who use hormone therapy and/or surgery to alter their sex.

Transvestite: More appropriately referred to as “cross-dressing”, the term transvestite most often refers to males who dress in the clothing of women. The term drag usually refers to dressing in the clothing and styles of another gender for entertainment purposes.

Transphobia: Is the irrational fear of hatred of, aversion to, and discrimination against people who are transgender or who otherwise transgress traditional gender norms.

Trespasser: **An unlawful act committed on the person, property, or rights of another.**

Two-Spirit: Used by some First Nations to describe people in their culture who are gay, lesbian, bisexual or transgender.

Vandalism: Willful or malicious destruction or defacement of public or private property.

Violence: An Exertion of physical force so as to injure or abuse; injury by or as if by distortion, infringement, or profanation; intense, turbulent, or furious and often destructive action or force.

Weapons: Any item used to injure, defeat, or destroy; a means of contending against another.

With appreciation to:

1. The Saanich Teachers' Association for providing these definitions based upon research done by various agencies and universities; and
2. Dictionary and ThesaurusMerriam-Webster Online.

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