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## AP #107 - Respect for Human Diversity and Sexual Orientation and Gender Identity

Prairie Rose School Division

Developing lifelong learners for responsible global citizenship

General Administration

*Procedure Manual*

Policy Ref: 1, 10, 11, 13, 14, 18

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PRSD recognizes that the underlying principle of human rights is the recognition of the individual worth and dignity of every person. As per the Charters, Codes, and Laws listed in PRSD Policy, Respect for Human Diversity, it is clear that it is the right of all individuals to treatment that is solely based on their personal merits and to equality of opportunity with all other individuals in all matters.

### **Guidelines Specific to Sexual Orientation and Gender Identity**

- A. PRSD will strive to promote respect for human sexual diversity within its schools, learning environments, and workplaces.
- B. PRSD's staff has the responsibility to promote respect for human sexual diversity and to support learning environments and workplaces that are free of negative conduct or actions based on gender bias, sexual stereotyping, sexual orientation, and/or gender identity.
- C. The Division is committed to providing resources and professional learning experiences that support all employees and students.
- D. The Division expects students to support safe and inclusive learning environments by respecting human diversity and refraining from expressing negative conduct or actions based on gender bias, sexual stereotyping, sexual orientation, and/or gender identity.
- E. The Division is committed to responding to any students or parents whose need for information about gender identity or sexual orientation leads them to request supports, including but not limited to, resource materials, counseling services, or other supports available through school or divisional personnel.

### **Procedures**

- A. The Division shall provide regular opportunities for professional learning that meets staff needs, roles and responsibilities, including but not limited to, foundational in-servicing and other professional learning opportunities about sexual orientation and gender identity.
- B. The Superintendent/CEO or designate will direct processes that enhance, as needed, divisionally reviewed resources for all schools' libraries that support respect for human diversity.
- C. All schools will implement appropriate provincially approved curricula that supports student learning about human sexual diversity.
- D. The Superintendent/CEO or designate shall direct processes to assess the implementation of the Respect for Diversity policy and guide the supports for human diversity, as part of the Division's ongoing planning processes.
- E. To respond to actions that contravene this policy, the Division, its school principals, and other supervisors shall reference, as necessary, the Canadian Charter of Rights and Freedoms, the Manitoba Human Rights Code, the Safe Schools Charter, the Safe and Inclusive Schools legislation and divisional policies.



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- F. Schools are encouraged to designate staff persons to be a safe and available contact for students who identify themselves on the basis of sexual orientation or gender identity. Schools are encouraged in their school planning to advocate for students who identify themselves on the basis of sexual orientation or gender identity and those who are questioning their gender identity. Student action groups dealing with discrimination and harassment, including Gay-Straight Alliances (GSAs) are encouraged at schools in the Division and will be formed upon student initiative.

### **Definitions (Source: Public Health Agency of Canada)**

**Gender Identity:** A person's internal sense or feeling of being male or female, which may or may not be the same as one's biological sex or may be an identity between or outside those categories

**Sexual Orientation:** is the term used to describe an individual's sexual, psychological and emotional feelings of attraction towards another person (Public Health Agency of Canada).

**Gay:** A person who is physically and emotionally attracted to someone of the same sex. The word gay can refer to both males and females, but is commonly used to identify males only.

**Lesbian:** A female who is attracted physically and emotionally to other females.

**Bisexual:** A person who is attracted physically and emotionally to both males and females.

**Two-Spirited:** Some Aboriginal people identify themselves as two-spirit rather than as bisexual, gay, lesbian or transgender. Historically, in many Aboriginal cultures, two-spirit persons were respected leaders and medicine people. Before colonization, two-spirit persons were often accorded special status based upon their unique abilities to understand both male and female perspectives.

**Transsexual:** A person who experiences intense personal and emotional discomfort with their assigned birth gender and may undergo treatment (e.g. hormones and/or surgery) to transition gender.

**Gender Variant:** A term to refer to individuals whose expressions of gender do not conform