

Purpose/Background

RVS affirms the rights of each staff member employed by RVS and each student enrolled in a school operated by RVS, as provided for under the Alberta Human Rights Act and the Canadian Charter of Rights and Freedoms. Staff members employed by RVS and students enrolled in a school operated by RVS, will not be discriminated against, as provided for in the Alberta Human Rights Act or the Canadian Charter of Rights and Freedoms.

All RVS schools will ensure students have the understanding, skills and opportunities to contribute to welcoming, caring, respectful, and safe learning environments that respect diversity and nurture a sense of belonging and positive sense of self. Every student, including those students who identify as lesbian, gay, bisexual, transgender, two-spirit, queer, questioning and/or gender diverse, will be provided the educational opportunities and supports needed to be successful in school.

Procedures

1. For the purpose of accommodating the diverse needs of students in a school, an individual's self-identification is the sole measure of their sexual orientation, gender identity or gender expression.
2. Schools will ensure all families are welcomed and supported as valued members of the school community and that parents/guardians are encouraged to play an active role in their child's education. Creating an education system that is truly inclusive ensures the safety, belonging and full participation of all members of the school community.
3. Notification and Consent for name and Pronoun Changes
 - 3.1 When a student aged 15 and under makes a request to be referred to by new pronouns, a new gender-related preferred name, or a preferred name distinctly different from their legal name, the Principal shall immediately notify the student's parents/guardians and seek consent. The Principal shall discuss the requirement to seek parental/guardian consent with the student first. If the student wishes to continue with their request then the Principal shall seek consent from the parent/guardian.
 - 3.2 When a student aged 16 or 17 who is not an Independent Student makes a request to be referred to by new pronouns, a new gender-related preferred name, or a preferred name distinctly different from their legal name, the Principal shall immediately notify the student's parents/guardians. The Principal shall discuss the requirement to inform parents/guardians with the student first.
 - 3.3 When the Principal believes that notification as outlined in clauses 3.1 and 3.2 is reasonably expected to result in harm to the student, the Principal shall ensure the student receives assistance prior to notification.
 - 3.4 Modifications made as a result of actions in 3.1 and 3.2 must also be recorded in Administrative Procedure 307: Student Information System (SIS).
4. Students have the right to dress in a manner consistent with their gender identity expression. School staff will utilize gender-neutral language when addressing dress codes described in the school's student handbook.

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5. All students, regardless of their sexual orientation, gender identity or gender expression, have the right to participate in curricular and extra-curricular activities.
 6. In situations where students are segregated by gender, students who were female at birth may be the only participants in a female-designated sport. Students who were female at birth may also continue to participate in male and co-ed categories.
 7. Schools will identify an easily accessible gender-neutral single stall washroom for use by any student who desires increased privacy. For school activities that require disrobing a gender-neutral changing area will be provided.
 8. Staff will be provided with professional learning to develop the awareness, knowledge, skills and attitudes necessary to:
 - 8.1 Create learning environments that respect diverse sexual orientations, gender identities and gender expressions.
 - 8.2 Identify and address discriminatory attitudes and behaviours that create barriers to participation and learning for students with diverse sexual orientations, gender identities and gender expressions.
 - 8.3 Support and advocate for the needs of students with diverse sexual orientations, gender identities and gender expressions.
 9. Schools will utilize a comprehensive school wide approach to foster social-emotional learning to promote healthy relationships and prevent and respond to bullying behaviour.
 10. Any student requesting the formation of a student organization or activity at their school intended to promote a welcoming, caring, respectful and safe learning environment that respects diversity and fosters a sense of belonging, including Gay-Straight Alliance Club or Queer-Straight Alliance Club, will have a staff member assigned to support the organization and operation of the club. The formation of the student organization will follow the requirements in the *Education Act* s. 35.1(1), (3), (4) and (5).
 11. RVS and/or its staff will not disclose the membership of any student organization formed under s.10 of this Administrative Procedure unless legally required to do so.
 12. Disclosure of personal information by RVS is governed by the *Access to Information Act*, the *Protection of Privacy Act*, the *Education Act* and the *Student Record Regulation*.
 13. The principal of a school will be responsible for ensuring that any notification respecting a voluntary student organization or student activity, referred to in section 10 of this Administrative Procedure, will be limited to the fact that the organization has been established or the activity is being held, and is otherwise consistent with the usual practices relating to notifications of other student organizations and activities.

Reference:

- Section 18, 32, 33, 35, 52, 53, 58.1, 196, 197, 222 Education Act
- Alberta Human Rights Act
- RVS Policy 19: Welcoming, Caring, Respectful and Safe Learning and Working Environment
- Gay-Straight or Queer Straight Alliances in Schools (Alberta Education)
- Alberta's Plan for Promoting Healthy Relationships and Preventing Bullying (Alberta Human Services)
- Bill 24 An Act to Support Gay-Straight Alliances
- Fairness and Safety in Sport Act
- Fairness and Safety in Sport Regulation
- Education Amendment Act, 2024