

POLICY 171: Sexual Orientation ~~and~~ Gender Identity (SOGI)

The Board of Education of School District No. 8 (Kootenay Lake) is committed to providing a safe, positive, and inclusive learning and working environment for all students and employees ~~regardless of their sexual orientation or gender identity~~. In accordance with the *Canadian Charter of Rights and Freedoms* and the *British Columbia Human Rights Code*, the Board values all students and employees.

The Board recognizes that some students and employees may identify as Two Spirit, Lesbian, Gay, Bisexual, Transgender, Queer and/or Questioning, Intersex, Asexual, or other affirmative ways in which people choose to self-identify (2SLGBTQIA+). Therefore, it is expected that the District will:

- Ensure inclusion of all students and employees in all aspects of school life ~~regardless of their sexual orientation~~, including the right for students to participate in extracurricular activities;
- Define appropriate terms, behaviours, and actions to prevent discrimination, harassment, and exclusion through greater awareness of, and responsiveness to, their harmful effects;
- Ensure that complaints about SOGI-based discrimination are taken seriously and dealt with effectively and in a timely fashion through consistently applied policy and administrative procedures; ~~and~~
- Raise awareness and improve understanding of the lives of individuals who are discriminated against, harassed, excluded, or feel unsafe based on their sexual orientation and/or gender identity/expression; and
- Recognize the intersectionality of identity and understand that discrimination based on gender identity and/or expression may be interconnected with other aspects of identity and experiences of marginalization, and that these intersections may compound discrimination.

The Board will strive to ensure that professional growth and training is provided for staff to develop the awareness, knowledge, skills, and attitudes to accomplish the above.

Related Legislation: [Canadian Charter of Rights and Freedoms \[Section 15 \(1\)\]](#); [BC Human Rights Code](#)

Related Contract Article: Nil

Related Policy: [Policy 170: Human Resources](#), [Policy 172: Anti-Racism and Cultural Safety](#), Policy 310: Code of Conduct, [Policy 450: Equitable and Inclusive Educational Services for Learners](#)[Policy 580-Respectful Workplace](#)

Adopted: February 24, 2015

Amended: October 9, 2018; February 26, 2019; April 28, 2020; June 21, 2022; May 09, 2023