School District No. 46 (Sunshine Coast)

# Administrative Regulations

## EDUCATION – to circulate until Oct. 5, 2012 2760

### SEXUAL ORIENTATION AND GENDER IDENTITY

**Background**

It is expected that all individuals – adults and student – will treat each other with respect and courtesy and conduct themselves in a manner that will promote safety and security for all. (Regulation 2720 – Personal Safety)

For these reasons, School District No. 46 (Sunshine Coast), will provide an environment for all members of the school community to work and learn, free from fear, discrimination and harassment while promoting proactive strategies and guidelines to ensure that sexual minority students, employees and families are welcomed and included in all aspects of education and school life and are treated with respect and dignity.

In order to create a school and district culture that supports diversity, all members of the school community are expected to model respectful and inclusive conduct and to refuse to tolerate any form of discrimination.

1. The Board and District shall provide opportunities for school communities to increase awareness of the scope and impact of discrimination against LGBT* students, their families and district staff and to create an inclusive environment.
2. Schools will support age-appropriate activities and provide resources that promote knowledge and skills in developing respect for, as well as eliminating discrimination against LGBT* people.
3. Individuals exercising current and promising practices, which promote safe and inclusive school environments for LGBT* youth will be invited to share those with school staffs.
4. Schools will include in their Codes of Conduct specific reference to discrimination on the basis of gender identity, gender expression or sexual orientation.

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| **Date adopted:**<br>**Revised:** | **Reference: Policy 3.18**<br><br>**Supt. Signature:** |

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**SEXUAL ORIENTATION AND GENDER IDENTITY- continued**

5. Schools will provide support for the LGBT* youth in their school communities.
6. Community resource lists and displays in schools will be inclusive of community supports for LGBT* youth and families.
7. The Board, in the regular course of reviewing policy, regulations and other district documents, will ensure that language is representative of the diversity in our community.
8. The Board expects all staff to model respectful, tolerant conduct regardless of perceived differences.
9. The Board and District Administration shall promote opportunities for staff to increase their knowledge and skills in promoting respect for human rights, supporting diversity and addressing discrimination in schools.

NOTE: LGBT* is used to refer to lesbian, gay, bisexual, transgender, transsexual, transitioning, two-spirited, queer people or those questioning their sexual orientation or gender identity. In some references this list is referred to as LGBTTTTQQ.

GLOSSARY attached.

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| **Date adopted:**<br>**Revised:** | **Reference: Policy 3.18** |
| | **Supt. Signature:** |

**SEXUAL ORIENTATION/GENDER IDENTITY**

**GLOSSARY**

**Note**: The following definitions are short working definitions to create a basic understanding of LGBT issues and concerns. You are encouraged to seek additional information for a better understanding of the many aspects of each of them.

**Advocate**: A person who actively works to end intolerance, educates others, and supports LGBT issues, concerns, equal rights legislation, etc.

**Ally**: A heterosexual or LGBT person who supports LGBT people.

**Asexual**: (sometimes referred to as nonsexuality) in its broadest sense, is the lack of sexual attraction to others or lack of interest in sex. It may also be a lack of a sexual orientation.

**Bisexual**: A person who is emotionally, physically, spiritually and sexually attracted to members of more than one gender.

**Biological Sex**: A binary system (male/female) set by the medical establishment, usually based on reproductive organs. See Intersexed.

**Closeted**: One who has not "come out of the closet" or who has come out to only a few people. One who may not be comfortable enough with their own sexuality to share it with others.

**Coming Out**: The life-long process of discovering, defining and proclaiming ones (non-heterosexual) sexuality.

**Cross Dressing**: The act of wearing the clothing of the "opposite" sex for performance, sexual encounters, or comfort. Generally, the term cross dresser is preferred to transvestite. See Transvestite.

**Drag**: Queen, a person who consciously performs femininity, sometimes in an exaggerated/theatrical manner, usually in a show or theatre setting; King, a person who consciously performs masculinity, sometimes in an exaggerated/theatrical manner, usually in a show or theatre setting.

**Dyke**: Derogatory slang terms used to identify lesbians. This term has been embraced and reinvented as a positive, proud, political identifier when used by lesbians among and about themselves. See: faggot, queer.

**Faggott**: Derogatory slang used to identify gay men, which has bee embraced and reclaimed as a positive, proud, political identifier when used by gay men among and about themselves. See dyke, queer.

**Gay**: Usually, but not always, refers to homosexual men. Also used as an umbrella term for the LGBT community.

**Gender Identity**: How a person perceives and what they call themselves; may or may not agree with societal gender roles outlines for their sex; typically masculine/feminine. Coincides with what doctors and/or society have prescribed for that person or can also refer to a multitude of expressions like femme, boy, faggot, leather, androgynous etc.

**Genderqueer**: Any LGBT person whose gender presentation is an intentional mixture of gender signifiers, usually a political identity in support of transgender person and against the binary gender system.

**Gender Role**: The societal and cultural expects of people based upon their biological sex.

**Hate Motivated Offenses**: Assault, rape, arson, and murder are crimes under the circumstance, but when a victim of such a crime was targeted simply because of their affiliation (or perceived affiliation) with a minority group, the FBI considers the crime a "hate crime." In some states, hate crimes carry an additional penalty beyond the standard penalty for assault, murder, etc. Also known as "gay-bashing", acts of intolerance or hate crimes.

**Heterosexual**: A person who has emotional, physical, spiritual and sexual attractions to persons of the "opposite sex". The sexuality that dominant discourse prescribes.

**Heterosexual Privilege**: Advantages that come with heterosexuality in this society and culture; i.e.: Marriage and all the benefits that go along with it, acceptance from family, safety and acceptance in their chosen career field.

**Heterosexism**: The belief that all people are heterosexual, the assumption and/or belief that heterosexual relationships and behavior are superior and the actions based on this assumption.

**Homosexual**: A person who has emotional, physical, spiritual and sexual attraction to persons of the "same sex." More of a medical term, it is considered an outdated term when referring to gay people or communities.

**Homophobia**: Fear, anger, discomfort, intolerance or lack of acceptance toward LGBT people, or experiencing these feelings about one's own non-heterosexual preference.

**Human Sexual Response**: Behaviours, thoughts, dreams, fantasies; not just behaviour.

**Intersexed**: People born with "unexpected" genitals. Formerly referred to hermaphrodites, intersexed people are not easily categorized as male or female because of ambiguous genitals. Most intersexed people do not possess "both" sets of genitals, rather a blending or a different appearance that is medically unacceptable to most doctors.

Intersexuality is fairly common. Many who identify as intersexed believe that early childhood surgical intervention is not only unnecessary but cruel and advocate counselling and support for children and families.

**Lavender**: This association goes back into ancient times and has been strengthened by the fact that lavender, or purple, is the combination of red (pink) and blue, the traditional gender-identified colours.

**Lesbian**: A woman who has emotional, physical, spiritual and sexual attraction to other women.

**Lifestyle**: How a person chooses to live and behave. LGBT is not a choice, and therefore is not considered a lifestyle (ie: yuppie, vegan, hobbies, rural/urban etc.)

**Normal**: Can refer to what is statistically more common, but is often confused by heterosexuals to refer to whatever is that they condone morally. Only the individual can decide what is normal for them and it need not be what is normal to others.

**Omnisexual**: Attraction to people of all gender identities.

**Outing**: To declare a person's identity publicly; people can out themselves, or someone can out them either with or without their permission.

**Pansexual**: Attraction to people regardless of their gender. The word *pansexual* comes from the Greek word 'pan' meaning 'all'.

**Pride**: Not being ashamed of oneself and/or showing your pride to others by coming out, marching, etc. Being honest and comfortable.

**Rainbow Flag**: In 1978, San Francisco artist Gilbert Baker designed a flag for the city's Gay Freedom celebration and LGBT movements worldwide have since adopted it as a symbol of gay identity and pride. It has six stripes in the traditional form, but can be seen as streamers, etc. which run in the order of red, orange, yellow, green, blue, purple. The flag also symbolizes diversity within unity.

**Questioning**: The process of exploring one's sexual identity, including but not limited to one's upbringing, expectations from others (family, friends, church, etc.) and inner motivation.

**Queer**: Derogatory slang terms used to identify LGVT people. This term has been embraced and reinvented as a positive, proud, political identifier when used by LGBT people among and about themselves.

**Sexual Orientation**: To whom a person is erotically attracted. Not to be confused with sexual preference: What a person likes to do sexually.

**Stonewall**: On June 28, 1969, NYC police attempted a routine raid on the Stonewall Inn, a working class gay and lesbian bar in Greenwich Village. Unexpectedly, the patrons resisted and the incident escalated into a riot that continued for several days. Most people look to this event as the beginning of the American Gay Liberation movement and all subsequent LGBT movements.

**Transgender**: An umbrella term for people who transgress society's view of gender and biological sex as necessarily fixed, unmoving, and following from one's biological sex. They view gender on a spectrum, rather than a polarized, either/or construct. This can range from identification to cross dressing, to undergoing hormone therapy, to sex reassignment surgery and/or to other forms of dress/presentation. Transgender people can include transsexuals, cross-dressers, drag kings/queens, masculine women, feminine men and all those who defy what society tells them is appropriate for their "gender." Political trans activists seek to create more space around gender and to create expression/presentation is safe, sane and consensual.

**Transsexual**: A person whose core gender identity is "opposite" their assigned sex. Transsexuals may live as the opposite sex, undergo hormone therapy and/or have sex reassignment surgery to "match" their bodies with their gender identity.

**Transvestite**: A person who cross-dresses for erotic pleasure or relaxation.

**Triangle**: *Pink Triangle*: This was a symbol used by the Nazi's to label lesbians and other women deemed "antisocial" in the concentration camps. It has since been adopted as a symbol of identity and pride.

**Two-Spirited**: Is an umbrella term sometimes used for what was formerly known as ***berdaches***, i.e. Indigenous North Americans who fulfill one of many mixed gender roles found traditionally among many Native Americans and Canadian First Nations communities.

**Sources**:


- Florida State University's Campus SafeZones web page: www.fsu.edu/~volunteer/news/safe.html
- Ohio University's Office of LGBT Programs Staff Members
- Plymouth State College's Task Force Agaist Homophobia SafeZone handout
- Virginia Association of College and University Housing Officers – (VACUHO) SafeZone Project handout