

POLICY			
Policy Name:	Sexual Orientation Gender Identity (SOGI) Policy	Category:	Pedagogical Policy
Person(s) responsible:	Principal	Related policies and procedures	Student Care Manual
Approved by:	Operation Management Team	Date approved:	2023-09-21
Date reviewed:	2023-09-21	Next review:	2024-09-30

Purpose:

The purpose of this SOGI policy is to provide guidance and support for all stakeholders in creating an affirming and supportive environment for all students.

- a. Ensure that all members of the Whistler Waldorf community are treated with respect and dignity regardless of their sexual orientation and gender identity.
- b. Promote a positive and inclusive school culture where diversity is celebrated and valued.
- c. Prevent discrimination, bullying and harassment based on sexual orientation or gender identity.

Rationale:

The Whistler Waldorf School is committed to creating an inclusive, safe and respectful learning environment for all students, staff and families. As part of this commitment, we recognize the importance of SOGI inclusion and the need for policies that promote acceptance, equity and diversity. This SOGI policy is based on existing SOGI policies in the province of British Columbia. Further, the school has developed this policy to ensure compliance with applicable legislation, including the BC human rights code and the Canadian Charter of Rights and Freedoms.

Definitions:

- a. Sexual Orientation: A person’s emotional, romantic, or sexual attraction to individuals of the same or different gender
- b. Gender Identity: A person’s deeply held sense of their gender, which may or may not necessarily align with the sex assigned at birth.
- c. Gender Expression: How a person presents and expresses their gender identity to others including behaviour, clothing, hairstyle, voice, and body language.

Policy:

Inclusive Language and Practices: The school will use inclusive language and practices that recognize and respect diverse SOGI identities within the community. This includes using gender neutral language, allowing students to self-identify their gender as well as using preferred pronouns.

Respect and Inclusion: All members of the Whistler Waldorf community are expected to treat one another with respect and dignity regardless of sexual orientation or gender identity. Harmful or derogatory language, actions or behaviours will not be tolerated, and Anti- Harassment and Bullying Procedures will be applied. *(See also Student Care Manual)*

Curriculum and Instruction: The Whistler Waldorf School will integrate SOGI-inclusive education and resources in the curriculum to foster an inclusive learning environment. This includes promoting diversity, challenging stereotypes, and providing accurate and age-appropriate information about sexual orientation, gender identity and gender expression.

Student Support: The Whistler Waldorf School will provide support and resources to students to ensure their safety, well-being and academic success. Guardians and Class teachers will inform students of the anonymous “ERASE” reporting tool to report any incidents of discrimination, harassment and bullying based on SOGI.

Dress Code: The school’s dress code will be gender-neutral and will not reinforce stereotypes or discriminate based on gender identity or expression.

Overnight Trips: Sleeping arrangements for overnight trips will be set up by default as per biological sex and can be amended at the request of any student, parent or teacher. Sleeping arrangements outside of the default can be implemented with written permission by the parents of the student(s) involved.

Washrooms: The school will provide a gender-neutral washroom available to all staff and students.

Confidentiality and Privacy: The school will respect and protect the confidentiality and privacy of students who disclose their sexual orientation or gender identity. Information related to a student’s sexual orientation or gender identity will only be shared on a need-to-know basis, with consent of the student and their family, and in compliance with relevant privacy laws.

Staff Professional Development: The school will provide ongoing professional development opportunities for staff members to enhance their understanding of SOGI issues, foster inclusive classrooms and address bias and discrimination. These opportunities will be aligned with the guidelines set forth by the province of British Columbia. Further, the school will collaborate with external organizations and resources to enhance support for students with diverse SOGI.

Parent and Family Engagement: The Whistler Waldorf School encourages open and respectful communication with parents and families regarding SOGI topics. The school will provide opportunities for dialogue to promote understanding, address concerns and build a supportive community.

Compliance and Reporting: Any concerns or complaints related to the implementation of this policy should be reported to the Principal. The school will promptly investigate and address these concerns following established procedures.