



SCHOOL DISTRICT NO. 64

PROCEDURE 215

Diversity

*“Inspire learners, Integrate sustainability,
Involve community”*

Section: Learning and Working Environment

Dates of Revisions:

Date of Adoption and

Resolution Number: June 13, 2018- 76/18

Definition: ‘**LGTTIQQ**’ is an acronym developed by, and referring collectively to, individuals and groups self-identifying as lesbian, gay, bisexual, transgender, two-spirited, intersex, questioning, and queer.

1. The School District No. 64 Board of Education will promote district-wide efforts to ensure diversity is respected and supported by
 - a. requiring that school codes of conduct and discipline procedures and practices include provisions supporting this;
 - b. requiring that school discipline procedures address situations in which diversity is neither respected nor reported in ways that are both educationally-focused and developmentally appropriate;
 - c. providing appropriate in-service training opportunities that both help promote respect of and support for diversity, to teachers, support staff, parents and other members of school communities;
 - d. working with the community to prevent discrimination of any sort, including discrimination on the basis of race, ethnicity, gender identity, gender expression, or sexual orientation.

2. The board will work closely with both the LGTTIQQ community and the GISS Gay/Straight Alliance (acting in an advisory capacity) to do the following:
 - a. review, implementation and further develop strategies to promote awareness and respect, and safe, caring and inclusive school environments;
 - b. provide opportunities for school communities to increase awareness of the scope and impact of discrimination against the LGTTIQQ community and to create an inclusive environment;

- c. support educational programs through the provision of age-appropriate resources and activities;
 - d. in the regular course of reviewing policy, procedure, and other district documents, ensure that the language and imagery used is representative of the diversity in our community;
 - e. ensure that when schools are reporting on their effort to promote a violence-free district and support for diversity, they speak to matters of multi-culturalism, gender identity, gender expression, and sexual orientation.
3. The board will continue to support and take advice from advisory bodies, as a way of further promoting diversity and equity.

Reference:

- The BC Human Rights Code [RSBC 1996] Chapter 210, as amended July, 2016.
- [Statement of Education Policy Order \(PDF\)](#) (OIC 1280/89) Mandate for the school system.
- School Act, s. 2, 6(1), 75(1), 76 (2)(3), 85 (1)(2), 169 (3).
- Provincial Standards for Codes of Conduct Order (2016)
- Harassment and Bullying Prevention Order (2016)
- Province of British Columbia, Diversity in BC Schools.
<http://www2.gov.bc.ca/gov/content/education-training/administration/legislation-policy/public-schools/diversity-in-bc-schools>
- Policies 210 and 212