



POLICY SECTION 1024: Gender Identity

POLICY

AMBE believes in a school culture that respects and values all students and fosters understanding of gender identity. Our schools must be a safe learning environment free of discrimination and harassment, and should promote the educational and social integration of transgender students. The needs of each student must be assessed on a case-by-case basis as every student is unique.

GUIDELINES

Definitions:

1. “Gender Identity” is a person’s inner sense of being male or female, regardless of their sex assigned at birth.
2. “Transgender” is a term which describes people whose gender identity or gender expression is different from their assigned sex at birth.
3. “Gender expression” refers to the way a person expresses gender to others in ways that are socially defined as either masculine or feminine, such as through behavior, clothing, hairstyles, activities, voice or mannerisms.
4. Gender non-conforming people are those whose gender-related identity and/or gender expression do not conform to the social expectations or norms for a person of that sex assigned at birth.

Discrimination/Harassment

Our schools should be safe and supportive learning and educational environments that are free from harassment, intimidation, and/or bullying and free from discrimination on account of actual or perceived race, colour, creed, ethnicity, national origin, citizenship/immigration status, religion, gender, gender identity, gender expression, sexual orientation, disability, or weight. Discrimination or harassment based on a person’s actual or perceived transgender status or gender nonconformity is unacceptable.

Privacy

School personnel should not disclose information that may reveal a student’s transgender/gender identity status without the consent of the student and parent/guardian. Transgender/gender identity students have the ability, as do all students, to discuss and express their gender identity and expression openly and decide when, with whom, and how much of their private information to share with others.

Schools should work closely with the student and family in devising an appropriate plan regarding the confidentiality of the student’s transgender/gender identity status that works for both the student and the school. Privacy considerations may also vary with the age of the student.

In some cases, transgender/gender identity students may feel more supported and safe if other students are aware that they are transgender/gender identity. In these cases, school staff should



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work closely with the student, families and other staff members on a plan to inform and educate the student's peers. It may also be appropriate to engage external resources to assist with educational efforts.

Official Records

Each school is required to maintain a permanent pupil record of each student, which includes the legal name of the student as well as the student's biological gender. In addition, schools are required to use a student's legal name and gender on standardized tests. At the school level, the school should use the name and gender preferred by the student. A student's permanent pupil record should be changed to reflect a change in legal name or gender only upon receipt of documentation that such legal name and/or gender have been changed pursuant to applicable law.

Names/Pronouns

Students should be addressed by school staff by the name and pronoun corresponding to their gender identity that is consistently asserted at school.

Sports and Physical Education

Transgender/gender identity students are to be provided the same opportunities to participate in physical education as are all other students. Generally, students should be permitted to participate in physical education and sports in accordance with the student's gender identity that is consistently asserted at school. Participation in competitive athletic activities and contact sports will be resolved on a case-by-case basis.

Restroom and Locker Room Accessibility

AMBE aims to support transgender/gender identity students while also ensuring the safety and comfort of all students. The use of restrooms and locker rooms by transgender/gender identity students requires schools to consider numerous factors, including, but not limited to: the transgender/gender identity student's preference; protecting student privacy; maximizing social integration of the transgender/gender identity student; minimizing stigmatization of the student; ensuring equal opportunity to participate; the student's age; and protecting the safety of the students involved. A transgender/gender identity student who expresses a need or desire for increased privacy should be provided with reasonable alternative arrangements. Reasonable alternative arrangements may include the use of a private area, or a separate changing schedule, or use of a single stall restroom.

Gender Segregation in Other Areas

As a general rule, in any other circumstances where students are separated by gender in school activities (i.e. overnight field trips), students should be permitted to participate in accordance with their gender identity consistently asserted at school. Activities that may involve the need for accommodations to address student privacy concerns will be addressed on a case-by-case basis.

Dress Codes

Students have the right to dress in accordance with their gender identity that is consistently asserted at school, within the constraints of the dress codes adopted at their school site.