



AP 172

LEARNING ENVIRONMENTS THAT RESPECT DIVERSE SEXUAL ORIENTATIONS, GENDER IDENTITIES AND GENDER EXPRESSION

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Reviewed: --

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Background

Calgary Girls Charter School (CGCS) is committed to establishing and maintaining welcoming, inclusive, equitable, safe and healthy learning and working environments that respect diversity and foster a sense of belonging for all members of the school community. All members of the school community have the right to learn and work in an environment free of discrimination, prejudice, and harassment. CGCS affirms the rights of each staff member employed and each student enrolled, as provided for under the Alberta Human Rights Act and the Canadian Charter of Rights and Freedoms.

In accordance with Board Policies 2 and 18, CGCS will ensure students have the understanding, skills and opportunities to contribute to welcoming, caring, respectful, and safe learning environments that respect diversity and nurture a sense of belonging and positive sense of self. Every student enrolled at CGCS will be provided the educational opportunities and supports needed to be successful in school.

Definitions

Gender Expression: how a person presents his or her sense of gender to the larger society.

Gender Identity: a person's innate sense of their gender.

Sexual Orientation: a person's romantic or sexual attraction to a specific gender or genders (e.g. lesbian, gay, bisexual, straight, pansexual). Sexual orientation and gender identity are separate, distinct parts of one's identity (e.g. one can be transgender and identify as gay, straight, bisexual, etc.).

Procedures

1. For the purpose of accommodating the diverse needs of individuals in our school community in a school, an individual's self-identification is the sole measure of their sexual orientation, gender identity and/or gender expression.
2. The school will ensure all families are welcomed and supported as valued members of the school community and that parents/guardians are encouraged to play an active role in their child's education. Creating an education system that is truly inclusive ensures the safety, belonging and full participation of all members of the school community.

3. CGCS strives to ensure:
 - 3.1. All students and staff members are provided with an inclusive, equitable, safe and healthy working environment that respects diversity and fosters a sense of belonging and share responsibility for creating and maintaining a work environment that is free of discrimination and harassment.
 - 3.2. Complaints of discrimination and harassment based on sexual orientation, gender expression, and gender identity shall be promptly investigated and resolved as stated in the Administrative Procedure 170: Harassment and Administrative Procedure 171: Workplace Violence.
 - 3.3. Any language or behaviour that degrades, labels, stereotypes, incites hatred, prejudice, discrimination and harassment towards students, staff, or families based on their sexual orientation and/or gender identity will not be tolerated.
4. Notification and Consent for Name and Pronoun Changes:
 - 4.1. When a student aged 15 and under makes a request to be referred to by new pronouns, a new gender-related preferred name, or a preferred name distinctly different from their legal name, the staff member shall discuss the requirement to seek parental/guardian consent with the student first.
 - 4.2. If the student wishes to continue with their request then the Principal, or Principal appointed delegate, shall seek consent from the parent/guardian.
 - 4.3. When the Principal, or Principal appointed delegate, believes that notification as outlined in clauses 4.1 and 4.2 is reasonably expected to result in harm to the student, the Principal will ensure the student receives assistance prior to notification.
 - 4.4. Subject to Alberta Education changing the requirements, a student's preferred name will appear on unofficial documents. The student's legal name will appear on all official school records, including but not limited to:
 - 4.4.1. Official Student Record and Official Documents in the Student Record
 - 4.4.2. Provincial Assessment labels
 - 4.4.3. Detailed Academic Report (DAR)
 - 4.5. Modifications made as a result of actions in **4.1** and **4.2** must also be recorded in accordance with Administrative Procedure 320: Student Records. On official and legal documents, the student's legal name will appear.
5. All students, regardless of their sexual orientation, gender identity or gender expression, have the right to participate in curricular and extra-curricular activities.

6. In sport situations where students are segregated by gender, students who were female at birth may be the only participants in a female-designated athletics. Students who were female at birth may also continue to participate in male and co-ed categories.
7. Schools will identify an easily accessible gender-neutral single stall washroom for use by any student who desires increased privacy. For school activities that require disrobing, a gender-neutral changing area will be available.
8. Staff will be provided with professional learning to develop the awareness, knowledge, skills and attitudes necessary to:
 - 8.1. Create learning environments that respect diverse sexual orientations, gender identities and gender expressions.
 - 8.2. Identify and address discriminatory attitudes and behaviours that create barriers to participation and learning for students with diverse sexual orientations, gender identities and gender expressions.
 - 8.3. Support and advocate for the needs of students with diverse sexual orientations, gender identities and gender expressions.
9. The Principal shall develop a process of making resources and support services available, ensuring transparency and visibility for students and staff at CGCS.

References:

Alberta Human Rights Act

Section 18, 32, 33, 35, 52, 53, 58.1, 196, 197, 222 Education Act

CGCS Policy 18: Welcoming, Caring, Respectful and Safe Learning and Working Environment

Gay-Straight or Queer Straight Alliances in Schools (Alberta Education)

Alberta's Plan for Promoting Healthy Relationships and Preventing Bullying (Alberta Human Services)

Bill 24 An Act to Support Gay-Straight Alliances

Fairness and Safety in Sport Act

Fairness and Safety in Sport Regulation

Education Amendment Act, 2024