

# **Opaskwayak Educational Authority Inc. Respect for Human Diversity Policy 2014 – 2015**

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## **Respect for Human Diversity Policy**

### **I. Policy**

Opaskwayak Educational Authority Inc. (OEA) bases its commitment to promoting respect for human sexual diversity on the following values and beliefs:

- Commitment to equity and respect for human diversity are fundamental values of the public education system;
- Honouring and achieving the OEA Vision and Mission statements depend upon safe, inviting and inclusive learning environments and workplaces that respect human diversity;
- Sexual orientation and gender identity form significant and integral aspects of the unique development and personality of every child and young person;
- All students and employees have the right to learn and work in environments free of negative conduct or actions based on gender identity, sexual orientation, age, ethnic origin, ancestry, culture, socio-economic status, religion, family status, mental and physical disability;

### **II. Definitions**

OEA - Opaskwayak Educational Authority Inc.

Gender identity - an individual's sense of self as "male" "female", or an identity between or outside those categories.

Sexual orientation - term used to describe an individual's sexual, psychological and emotional feelings of attraction towards another person

### **III. Guidelines**

A. OEA will strive to promote respect for human sexual diversity within its schools, learning environments and workplaces.

B. OEA staff has the responsibility to promote respect for human sexual diversity, and to support learning environments and workplaces that are free of negative conduct or actions based on gender bias, sexual stereotyping, sexual orientation and/or gender identity;

C. To support Guidelines A and B, OEA is committed to providing resources and professional learning experiences that support all employees and students to honour the provisions of the policy;

D. OEA expects students to support safe and inclusive learning environment by respecting human diversity and refraining from expressing negative conduct or actions based on gender bias, sexual stereotyping, sexual orientation and/or gender identity;

E. OEA is committed to responding to any students or parents who need for information about gender or sexual orientation leads them to request supports, including but not limited to resource materials, counselling services or other supports available through school or divisional personnel;

#### **IV. Procedures**

A. OEA shall provide regular opportunities for professional learning that meets staff needs, roles and responsibilities, including but not limited to foundational training and other professional learning opportunities about sexual orientation and gender identity.

B. The Director of Education or designate will direct processes that enhance, as needed, resources for all school libraries.

C. All schools will implement an appropriate provincially approved curriculum that supports students' learning about human sexual diversity.

D. To respond to actions that contravene this policy, OEA and its school Principals shall reference, as necessary, the Canadian Charter of Rights and Freedoms, The Manitoba Human Rights Code and OEA policies, including but not limited to:

- Code of Conduct for Safe and Caring Schools;
- Acceptable Use IT (*Information Technology*) Policy;
- Discipline Policy;
- Personnel Policy;