

7.0. Safe Schools

7.0. SAFE SCHOOLS – Respect for Human Diversity

Adopted: August 26, 2014

Reviewed by Committee: September 27, 2022, March 11, 2025

Policy Reference: EL-1.1

General Philosophy

Lakeshore School Division recognizes that respect for human diversity is a fundamental value of society and the public education system. In keeping with this value, the school division commits to ensuring a safe, inviting and inclusive environment for students, employees, volunteers and community members regardless of sexual orientation or gender identity. Furthermore, Lakeshore School Division is committed to ensuring that all students, employees, volunteers and community members have the right to learn and work in environments free of negative conduct or actions based on gender bias, sexual stereotyping, sexual orientation or gender identity.

Guidelines

1. Lakeshore School Division will strive to promote respect for human diversity within its schools, learning environments and workplaces.
2. The Division's staff has the responsibility to promote respect for human diversity and to support learning environments and workplaces that are free of negative conduct or actions based on gender bias, sexual stereotyping, sexual orientation, gender identity and all other aspects of human diversity that are protected under the Canadian Charter of Rights and Freedoms.
3. To support guidelines 1 and 2, the Division is committed to providing resources and/or professional learning experiences that support all employees and students to honour the provisions of this regulation and procedure.
4. The Division expects students to support safe and inclusive learning environments by respecting human diversity and refraining from expressing negative conduct or actions based on gender bias, sexual stereotyping, sexual orientation, gender identity and all other aspects of human diversity that are protected under the Canadian Charter of Rights and Freedoms.
5. The Division is committed to responding to any students, parents/guardians whose need for information about gender identity or sexual orientation leads them to request supports, including but not limited to resource materials, counseling services or other supports available through school or divisional personnel.

Responsibilities

1. The Division shall provide opportunities for professional learning that meets staff needs, roles and responsibilities, including but not limited to, foundational training, resources and other professional learning opportunities about sexual

- orientation and gender identity, bullying prevention, and strategies for promoting respect for human diversity and a positive school environment.
2. The Superintendent/CEO or designate will direct processes that enhance, as needed, divisionally reviewed resources for all schools' libraries/learning centres, that support respect for Human Diversity.
 3. All schools will implement appropriate provincially approved curricula that supports student learning about human diversity.
 4. The Superintendent/CEO or designate shall direct processes to assess the implementation of this regulation and procedure and guide the supports for Human Diversity, as part of the Division's ongoing planning processes.
 5. To respond to actions that contravene this regulation and procedure, the Division, its school principals and other supervisors shall reference, as necessary, the Canadian Charter of Rights and Freedoms, The Manitoba Human Rights Code, the Safe Schools Charter, the Safe and Inclusive Schools legislation and other divisional regulations and procedures.
 6. Schools are encouraged to designate staff person(s) to safe and available contacts for students who identify themselves on the basis of sexual orientation or gender identity.
 7. Schools are encouraged in their school planning to support students who identify themselves on the basis of sexual orientation or gender identity and those who are questioning their gender identity.
 8. Student action groups dealing with gender equity, anti-racism, the awareness and understanding of, and respect for, people who are disabled by barriers or, the awareness and understanding of, and respect for, people of all sexual orientations and gender identities are encouraged at school in the Division and will be formed upon student or staff initiative. School groups may use the name Gay-Straight Alliance (GSA) or any other name that is consistent with the promotion of a positive school environment that is inclusive and accepting of all pupils.

Other legislative references:

Canadian Charter of Rights and Freedoms

Manitoba Human Rights Code

The Public Schools Act

The Public Schools Amendment Act (Cyber-bullying and the Use of Electronic Devices)

The Public Schools Amendment Act (Reporting Bullying and Other Harm)

The Public Schools Amendment Act (Safe and Inclusive Schools)

The Safe Schools Charter