

Gender/Sexual Orientation Policy

Preamble

The Board recognizes and values the diversity found within the school community and believes that each individual contributes to the strength of the school's culture. The Board also recognizes that students and other school community members identifying as lesbian, gay, bisexual, transgender, two-spirit, intersex, queer, or questioning (LGBTTIQQ) face a unique set of challenges within our school and community. Individuals, who are dealing with or are perceived to be dealing with issues of gender identity, gender expression, intersexuality or sexual orientation, as well as their families, are frequently the targets of homophobic, transphobic, or heterosexist behaviours. This often results in a struggle with a variety of profound social consequences such as discrimination, harassment, physical and sexual violence.

Policy

Maria Montessori Academy will promote a safe environment, free from harassment and discrimination, by implementing proactive strategies and guidelines to ensure that LGBTTIQQ students, employees and families are equally welcomed and included in all aspects of education and school life and treated with respect and dignity. Any language or behavior that degrades, denigrates, stereotypes, incites prejudice, discrimination, harassment, hatred or fear toward individuals on the basis of their real or perceived sexual orientation or gender identification will not be tolerated.