



Policy # 5.65.2

THE CALGARY JEWISH ACADEMY

CREATING LEARNING ENVIRONMENTS THAT RESPECT DIVERSE SEXUAL ORIENTATION POLICY

ADOPTED: April 1, 2016

The Calgary Jewish Academy acknowledges and recognizes Best Practices as a means to comply with provincially mandated legislation in support of creating and fostering a sense of belonging and a supportive and caring school environment for everyone.

Objective:

All members of The Calgary Jewish Academy community are expected to ensure a welcoming and supportive environment for all sexual minority staff, students and families.

Regulation:

1. The CJA shall clearly communicate policy to all staff, students and families.
2. The CJA shall ensure staff and school community address issues, comments, behavior, language and actions which display homophobic, transphobic or LGBTQ* members of the CJA.
3. All members of the CJA community work to create a safe, caring and respectful environment for all, including individuals of diverse sexual orientations.
4. Should a student request that a gay-straight alliance be established, the school and community will be in support and address this need.
5. All students and staff with diverse sexual orientations, gender identities and gender expressions:
 - a. Are treated with dignity and respect;
 - b. Have the right to be open about who they are, including expressing their sexual orientation, gender identity or gender expression without fear of unwanted consequences.
6. All community members have the right to privacy and confidentiality.

* LGBTQ (lesbian, gay, bisexual, transgender, queer, questioning) is meant to be an all-encompassing term that includes all gender and sexual minorities or those who are questioning but is not limited to the above. Terms and definitions are ever changing and we use this term as inclusive of all.

7. **Please see:** <https://education.alberta.ca/media/1626737/91383-attachment-1-guidelines-final.pdf>

Alberta Education: Guidelines for Best Practices: Creating Learning Environments that Respect Diverse Sexual Orientations, Gender Identification and Gender Expressions, 2016.