

**ANGLOPHONE SOUTH DISTRICT EDUCATION COUNCIL**

**POLICY TYPE:** Ends Policies

**POLICY NO:** EP 5

**POLICY TITLE:** District Education Plan 2018-2021

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**Statement:**

To expect all members of the school community to be welcomed, respected, accepted and supported and to address heterosexism and discrimination.

The DEC values diversity, safety and respect in all school communities. The DEC is committed to addressing heterosexism within the school community, and recognizes its obligations to adopt procedures and strategies to ensure respect for human rights, to support diversity and address discrimination.

1. Employees will demonstrate respect for human rights, diversity, and address discrimination against LGBTQ+ individuals.
2. Appropriate expectations, behaviours, language and actions will be defined to prevent discrimination, prejudice and harassment.
3. ASD-S will provide opportunities for employees to increase their knowledge and skills to promote respect for human rights, supporting diversity and addressing discrimination against LGBTQ+ individuals.
4. The school community is aware of the policy and support for LGBTQ+ in ASD-S as addressed in the Positive Learning & Working Environment Plan.
5. District policies will reflect respect and consideration of LGBTQ+ school community members. Accordingly, the District shall develop preventative strategies regarding discrimination, prejudice, and harassment, including the use of age-appropriate education-based interventions.

**Goals**

- To reduce inadvertent heterosexism
- To increase capacity of schools to promote affirming cultures

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**Adopted: May 9, 2018**

**Revised:**

**Review Method: Report from Superintendent & Staff**

**Review Frequency: Annual**

**Reviewed: May 13, 2020**