



Sexual Orientation and Gender Identity Policy

Gibson's Barbershop and School accepts the responsibility to create safe and caring environments and believes that:

- the LGBTQ+ community has a right to be recognized and affirmed by school personnel and have equal access to services;
- homophobic and gender-based comments, discrimination and bullying undermine the safety of any learning or working environment, and these forms of harassment and discrimination are prohibited under the BC Human Rights Code;
- any language or behaviour that deliberately degrades, denigrates, or incites hatred, prejudice, discrimination, or harassment on the basis of sexual orientation or gender identification or expression will not be tolerated and shall include the prohibition of such language and behaviour in their student code of conduct; and
- staff have an obligation to intervene in any interaction that involves the use of homophobic or gender-based insults and slurs, and staff will convey to those using such language that such comments are against school policy and will not be tolerated.

Members of the LGBTQ+ community within and attending school have a right to:

- be free from harassment, discrimination and violence;
- be treated fairly, equitably and with dignity;
- be able to self-identify and freely express themselves;
- be included, represented, and affirmed in a positive and respectful manner;
- have avenues of recourse (without fear of reprisal) available when they are the victims of harassment, discrimination, and violence; and
- have their families and communities valued and affirmed.

Privacy and Confidentiality

All persons have the right to privacy, including the right to have one's assigned gender at birth and gender decisions remain private at school or work. Disclosing information without permission may violate privacy laws, such as the Freedom of Information and the Protection of Privacy Act (FOIPPA). Gibson's Barbershop and School will ensure that all medical information relating to students and staff is kept confidential in accordance with the applicable municipal, provincial, and federal laws. Staff will not disclose information that may reveal sexual orientation or gender identity unless legally required to do so or permission has been obtained from the student or a parent or adult who has been authorized to give such permission through information and privacy procedures.

Self-Identification

Every member of the LGBTQ+ community has the right to be addressed by the name or pronoun that corresponds to their gender identity. A court-ordered name or gender change is not required, and official records need not be changed. Gibson's Barbershop and School will develop record-keeping processes to ensure that the preferred name or pronoun is appropriately documented to support this right.