

GENDER DIVERSITY POLICY

In keeping with Canadian culture, federal and provincial laws, the BC Child, Family and Community Service Act, the BC Human Rights Code and the ethos of the United World Colleges movement, Pearson College UWC is committed and obliged to provide a safe and respectful environment for all its youth, child and adult populations; and all employees, volunteers, students, and other campus residents of Pearson College UWC.

The College is committed to providing a respectful working, living and learning environment that is free of discrimination, supportive of personal growth and achievement and one that upholds the dignity, self-esteem and fair treatment of all members of the College Community, including employees, volunteers, students, campus residents, contractors and visitors. This commitment represents the right and responsibility of every member of the College Community.

This policy is adapted in furtherance of the College's commitments, set out above, and in compliance with the College's obligations under the British Columbia Human Rights Code. The policy shall therefore be interpreted in accordance with applicable legislation and jurisprudence.

This policy is to ensure that all members of the College community understand their respective responsibilities in fostering an inclusive living, working and learning environment free from discrimination and harassment based on gender identity and gender expression.

This policy is an adjunct to the Respectful Community Policy and other related Pearson College UWC policies and documents including the Non-Discrimination and Accommodation policy, Incident Protocols, Emergency Procedures and the Student Handbook.

This policy applies to all members of the College Community. This includes employees, volunteers, students, and other campus residents, contractors, service providers and visitors.

It is the responsibility of the Head of College to ensure that all adult and youth members of the College community are familiar with this policy. To this end, all members of the community will be required to participate in ongoing training and education in support of this policy. They will also be required to annually review and sign a copy of this policy. All new employees, volunteers, students, and other campus residents must read in full and sign this policy.

Visitors are subject to complaints if they engage in prohibited conduct pursuant to this policy.

Self-identification is the sole and whole measure of a person's gender. No person will be asked to "prove" their gender by providing a birth certificate, doctor's note, identity papers or other documentation in order to access any facilities, activities or opportunities within the College's learning, working and living environment. Every individual within the College community is entitled to be referred to by the name and gender pronoun of their choice, and that intentionally and persistently

refusing to address a trans* person by the preferred name or pronoun is considered to be a form of harassment and will not be tolerated.

The College will respect the expressed preferences of employees, volunteers, current and former students, and other campus residents regarding names and pronouns used to refer to them. The College encourages individuals who identify as trans* to confirm with the College administration the name and pronouns by which they prefer to be referred both on campus and in external correspondence and communications.

Privacy legislation protects information relating to a person's gender identity and the College will respect its obligations to keep such information confidential, except as permitted or required by law, or if the individual consents to the disclosure. The gender identity and/or trans* status of a member of the College community may be disclosed confidentially to a member of the College on a "need to know" basis for the purpose of enabling that person to carry out their duties.

"Outing" a trans* student is a form of harassment which will not be tolerated. Similarly, disclosing any information about a trans* individual's gender transition (e.g. that they have or have not elected to undergo or have already undergone gender confirmation surgery) without their permission is a violation of the individual's privacy rights regardless of whether or not the individual is "out" about their trans* status.

Complaint Procedure

If an individual believes themselves to be the subject of discrimination a Complaint may be filed in accordance with the procedures in the Respectful Community Policy Section 4.1.

All members of the College community can assert their rights under this policy without fear of reprisal, and a complaint of discrimination on the basis of gender identity made in good faith under this Policy shall not negatively affect them.

Definitions

Biological Sex – generally refers to the sex assigned at birth based on external genitalia but also includes internal reproductive structures, chromosomes, hormone levels and secondary sex characteristics such as breasts, facial and body hair as well as fat distribution.

Cisgender – a label that denotes or relates to a person whose self-identity conforms with the gender that corresponds to their biological sex.

Gender – refers to the socially constructed roles, behaviours, activities and attributes that a given society associates with individuals who have particular biological features and/or sexual reproduction organs.

Gender Identity – concerns an individual's intrinsic or psychological sense of self, particularly their sense of being female, male, a combination of both or neither, regardless of their biological sex.

Gender expression – refers to the external attributes, behavior, appearance, etcetera by which people express their gender and through which others perceive the person’s gender. For example, gender expression may be related to the way an individual dresses, the length and style of their hair, the way they act or speak, the preferred pitch of their voice, and their choice of whether or not to wear make-up.

Gender non-conforming – refers to individuals who do not follow socially dominate ideas or stereotypes about how they should dress, look or act based on the female or male sex they were assigned at birth. This is also called Gender variance and/or Gender Independence. This includes “feminine boys,” “masculine girls,” and individuals who are androgynous.

Gender fluid – denoting or relating to a person who does not identify themselves as having a fixed gender.

Non-binary – is an umbrella term for gender identities that are not exclusively masculine or feminine - identities which are thus outside of the gender binary and cisnormativity – moving between genders or having fluctuating gender identity; indefinite lines between gender identity; two or more genders; having no gender; being third-gendered or other gendered - those who do not place a name to their gender.

Trans* - is an umbrella term that refers to all identities across the gender identity spectrum and for the purposes of this Policy refers to all persons who are not cisgender, including intersex, transsexual, transgender, gender fluid or otherwise gender non-conforming individuals.

Two Spirited – modern umbrella term used by some indigenous North Americans to describe certain spiritual people – gay, lesbian, bisexual and gender-variant individuals in their communities.

Intersex – a general term used for a variety of conditions in which a person is born with the reproductive or sexual anatomy that doesn’t seem to fit the typical definitions of female or male.

I hereby confirm that I have read and understood the Gender Diversity Policy; and I confirm my full commitment to upholding this Policy.

Signature: Employee, Volunteer, Resident, Student

Date:

This policy will be reviewed and if necessary renewed, every three years by College Administration and the Board of Directors.

Cross Reference: Respectful Community Policy

DATE: June 2017