COLLEGE POLICY

Policy No. & Title:	**P-107 Gender Identity and Expression**
Policy Sponsor:	Vice President, People & Culture and Career Services
Reference Cmtee:	Policy & Procedure Committee
Effective:	2024-06-13
Next Review:	2026-10-31

Purpose

The College is committed to providing a safe space where employees, students, and clients can work, learn, and express themselves in an environment free from discrimination and harassment based on gender identity and expression. The College respects the protection of gender identity and expression consistent with provincial legislation and abides by any other policies and procedures the College currently has in place regarding Human Rights issues and reporting.

Against this background, this policy seeks to establish the expectations and guidelines for College members regarding gender identity and expression.

Scope

This policy applies to all College students, employees, delivery partners, affiliates, volunteers, and contractors. Clients refers to members of the community using College services or clinics.

Definitions

They: The generic pronoun for a person whose gender is unknown or irrelevant to the context.

2SLGBTQIA+: Two Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual plus other non-gender conformist identities.

POLICY

Principles

- The College has zero tolerance for sexual harassment and/or sexual violences in all its forms.
- The College recognizes that all persons have a right to privacy, and this includes the right to keep one's gender identity private. Everyone has the right to discuss and communicate their gender identity and expression openly and to decide when, with whom, and how much to share. The College will continue to offer ongoing training to students and staff on respecting gender identity and expression. This training will build on, as an example, college-wide webinars hosted by outside experts with lived experience of intersectional identities.

- The College is committed to ensuring that gender identity and expression rights are protected in all aspects of the educational experience-in classrooms, on campus properties, and in College-affiliated practicums. This policy extends to all students, employees, and contractors employed by the College.
- The College is committed to respecting the right to privacy. All information disclosed relating to a person's gender identity and expression will be treated as confidential. Confidential information will only be disclosed with the person's prior written consent.
- All governing policies are gender, gender-identity and expression neutral and apply equally to everyone. The College does not withhold any opportunities or access to resources based on any protected characteristics.
- The College offers resources and counselling services to staff and students to support and address their unique needs.
- The College displays symbols of support, such as Pride, around our campuses to signal an inclusive environment. As well, events are organized to celebrate LGBTQ+ history and culture, such as Pride Month activities.
- The use of inclusive language is both encouraged and promoted in all communications, including the use of preferred names and pronouns.

Application

1) College members and clients are entitled to be addressed by the gender pronoun of their choice.
2) It is appropriate to ask an individual how they would like to be addressed.
3) Addressing an individual by the incorrect name or pronoun may be considered a form of bullying and/or harassment.
4) The College will make all reasonable efforts to ensure College members and clients can use any washroom facility safely and privately regardless of gender identity and expression.
5) Each campus will make available maps indicating the location of every gender-neutral washroom that is on campus. Signage will be used to identify each gender-neutral washroom on campus.
6) College members and clients have the right to a safe changing area. The College does not have dedicated change room facilities on campus.
7) College members and clients who need to change may use any available washroom facility.
8) If an individual requires alternate changing accommodations, they will be provided on a case-by-case basis. Alternative changing areas may include:
    a) Use of a private, gender-neutral washroom.
    b) Use of a public washroom with stall door.
    c) Use of a private office.

Complaints
Bullying or harassment and complaints alleging discrimination based on a person's actual or perceived gender identity or expression will be taken seriously and will be dealt with under Policy P-103 Anti-Violence, Harassment & Discrimination and/or P-105 Sexual Harassment, Sexual Misconduct & Sexual Violence Prevention.

Related Policies
P-103 Anti-Violence, Harassment & Discrimination
P-105 Sexual Harassment, Sexual Misconduct & Sexual Violence Prevention
P-205 Confidentiality
C-405 Privacy

Supporting Documents/Forms
Ontario Human Rights Act, 1990
New Brunswick Human Rights Act, 2011
Nova Scotia Human Rights Act, 1989
Special Note: There is no associated Procedure with this Policy