

Philosophic and Foundational Commitments 1111 Supporting and Respecting Gender Identity and Expression	Administrative Application	
	Last Reviewed / Approved on:	September 9, 2025
	References:	Saskatchewan Human Rights Code Saskatchewan Education Act Canadian Charter of Rights and Freedoms United Nations Universal Declaration of Human Rights GSCS Division Code of Conduct Deepening the Discussion: Gender and Sexual Diversity, Saskatchewan Ministry of Education 2023 Saskatchewan Education Parents' Bill of Rights Amendment 2023 SCSBA Student Alliances for Gender and Sexual Diversity – Formation Protocol, 2015 SCSBA Caring for Students and Staff: Creating an Atmosphere of Trust and Respect around Issues of Sexual Orientation SCSBA Pastoral Response to Transgender Students Use of Preferred Names and Pronouns, Government of Saskatchewan Bill 137 – An Act to Amend The Education Act, 1995 Respecting Parental Rights RCSD Report Cards and Preferred Names 2024 Policy 1 – Division Foundational Commitments and Board Strategic Plan
	Status:	Operational

Preamble

"Our schools share a foundational belief that all children are loved by God, created in God's image, and individually unique and as such all human beings are inherently sacred and must be treated with dignity and respect. Our schools have a mission to help students grow as children of God in all aspects of their person: physically, academically, socially, emotionally, morally, and spiritually." (Saskatchewan Catholic School Board (SCSBA) - A Pastoral Response to Transgender Students, p.1)

Consistent with its mission and vision, the Board of Trustees, staff and students of the Regina Catholic School Division (RCSD) demonstrate commitment to the teachings of Jesus Christ and the Catholic Church Social Justice Teaching, modeling Diversity, Equity, Inclusion, Accessibility and walking together in Truth and Reconciliation.

Application

"Every human being has been created by our loving God as a unique person. Every human being is created equal in dignity and human rights. A major part of our Catholic educational tradition is to form our students both in self-awareness of these truths and in respect for all others in accord with these truths." (SCSBA - Caring for Students and Staff: Creating an Atmosphere of Trust and Respect around Issues of Sexual Orientation, Appendix A, p.7)

1. Regina Catholic School Division recognizes that everyone must be respected and free to express themselves within a supportive, affirming, caring, and welcoming school environment. It also recognizes the important role that parents and guardians have in supporting their children as they grow and develop. RCSD is committed to:
 - a. Supporting and affirming the dignity of everyone in every aspect of school life.
 - b. Deepening our understanding of everyone's individual identities and expressions and fostering greater respect for human dignity.
 - c. Providing current training consistent with the Catholic faith for all staff with respect to gender identity and/or gender expression; and
 - d. Providing RCSD approved resources consistent with Catholic teaching regarding gender identity and/or gender expression.
2. Given that everyone is created in the image and likeness of God and is therefore endowed with an inalienable worth that cannot be violated, circumstances involving gender identity and/or gender expression, are to be approached with a high degree of sensitivity, confidentiality, respect, and inclusion. Where required, expertise in counselling support and in faith support will be provided, drawing upon resources and personnel available within the RCSD community.
3. Support offered by a school to a student regarding gender identity and/or gender expression is intended to uphold their dignity and create conditions that enhance their success in learning.
4. Within this context and based on available RCSD approved resources, staff are committed to creating a learning environment that is affirming, inclusive, flexible, and responsive to the student's needs. Staff will:
 - a. Consult with school administration.
 - b. Collaborate with parents and guardians, and if consent is provided, community support services in support of the student's gender identity and/or gender expression for accommodation purposes.

Responsibilities

"Jesus Christ came to call his disciples to live within the reign of God. By imitating Christ all Christians are to transform this world into a place where the ideals of respect, individual dignity, mutual support, encouragement in learning and personal growth, faith, hope, and love give witness to God's loving presence in our midst on earth as it is in heaven". Our communities, including our schools, are to take this responsibility seriously that we might all be brothers and sisters in Christ, with one Father in heaven. May the Holy Spirit give us the strength and the courage to live this discipleship. We, the Bishops of Saskatchewan, support the staff and students of our Catholic Schools in living these principles and values for the good and holiness of all in our community of faith." (SCSBA Caring for Students and Staff: Creating an Atmosphere of Trust and Respect around Issues of Sexual Orientation, Appendix A, p.9)

1. Everyone in our schools must be treated with complete respect and affirmation. Gender identity and/or gender expression must never be used as a basis for discrimination, marginalization, bullying, or any other mistreatment.
2. Everyone should be encouraged to understand the powerful values and truths that underlie Catholic teaching about human sexual relationships.
3. Everyone has a right to a safe school/work environment that is free from unjust discrimination of any type including, but not limited to, discrimination based on religious belief, age, race, colour, cultural identity, nationality, family status, disability, gender identity, gender expression or sexual orientation, or discrimination on any grounds prohibited by the Saskatchewan Human Rights Code.
4. Students at all grade levels may need support and guidance with respect to their gender identity and/or gender expression.
5. School staff will respect a student's right to represent their identity and values through self-expression, provided those symbols(clothing) don't promote hate.
6. Be provided with resources without fear of reprisal, when they are victims of harassment, prejudice, discrimination, intimidation, bullying and/or violence; and protect and parental/guardian confidentiality to support of the process outlined in 2023 *Deepening the discussion and the Saskatchewan Education Parents' Bill of Rights Amendment*.
7. A staff member who is approached with a request for assistance, support and/or accommodation must respond in a timely manner with sensitivity, privacy, respect, empathy, and compassion.
8. The goal of reasonable accommodation for a student who has gender identity and/or gender expression needs is to uphold their dignity and create conditions that enhance their success in learning. Staff will collaborate with administration to establish next steps and collaborate with families and, with the student and/or parent/guardian consent, approved community support services to reasonably address learner needs and take into consideration a continuum of supports and services.
9. Since everyone has been created in the image and likeness of God and is therefore endowed with an inalienable worth that must not be violated, circumstances involving

gender identity and/or gender expression: be approached in a positive manner with sensitivity, privacy, respect, empathy, and compassion.

Guidelines for Supporting Students

"All individuals in our schools must be treated with complete respect and acceptance. Sexual orientation must never be used as a basis for discrimination, marginalization, emotional bullying or any other ill treatment."

And,

"All students need to be encouraged to understand the powerful values that underlie Catholic teaching about human sexual relationships."

(SCSBA - Caring for Students and Staff: Creating an Atmosphere of Trust and Respect around Issues of Sexual Orientation, Appendix A, p.8)

The following procedures identify practices related to supporting and/or accommodating a student's gender identity and/or gender expression. Because gender identity and/or gender expression topics are complex, delicate, and highly personal, school administration will work with the student, and/or a parent/guardian, who submits a request for a name or pronoun change.

1. Division Administration shall:

- a. Ensure that all aspects of the Administrative Application are clearly communicated to staff, students, and the public.
- b. Create a culture that reflects a Catholic faith-based, safe, supportive, inclusive, and respectful learning environment for staff, students and parents/guardians.

2. School Administration shall:

- a. Create a culture that reflects a Catholic faith-based, safe, supportive, inclusive, and respectful learning environment.
- b. Ensure all staff recognize and respect the confidentiality of all students' personal information as outlined in *Administrative Application 5400 - Freedom of Information and Protection of Privacy*, and the United Nations Convention on the Rights of The Child, 16 or older.
- c. In consultation with the student, advise school staff in a manner that supports the expectations as outlined by the Ministry of Education while attending to the personal, spiritual and safety needs of the individual student.

3. School Staff shall:

- a. Provide parent(s)/guardian(s) the RCSD overview of all curricular outcomes related to sexual education. At their discretion, parent(s)/guardian(s) may ask questions and receive clarification. Parent(s)/guardian(s) may choose to opt out of the instruction of any of these identified outcomes.

- i. The withdrawal shall be expressed in writing. Respect of all students' personal and family beliefs regarding family life and human sexuality will be the foremost objective. The primary response to a student who raises a concern or question will be to refer that student to family to clarify personal and family beliefs.
- b. Live out the Division's commitment to safe, supportive, inclusive, respectful, and safe learning and working environments.
- c. Immediately make the school principal aware of any student request made with respect to gender identification and/or gender expression needs.
- d. Respond with sensitivity and compassion to a student's request to change their gender identification and/or gender expression at school,
- e. Ensure the confidentiality of a student's request is maintained should the student choose to proceed.
- f. Further to the references set out in this document, staff will refer any matter that could impede the understanding of or support of a student requiring gender identity and/or gender expressing accommodation to the school team via the school principal. The school principal, in consultation with the school team, specialists, professional staff, and/or parent(s)/guardians, will provide appropriate guidance to staff to proceed in addressing these student needs.

4. **Students and/or Parent(s)/Guardian(s) shall:**

- a. Provide during the early consultation process between the parent(s)/guardian(s) and the principal regarding their child's gender identity and expression needs, by the principal, the section "*Guidelines for Parents*" outlined in the document *SCSBA Caring for Students and Staff: Creating an Atmosphere of Trust and Respect around Issues of Sexual Orientation* for their consideration.
- b. Submit consent forms to the principal.
- c. Report any concerns about failure to use approved name and/or pronouns to school administration.

Change of Name or Pronouns

1. When a **student** requests that their preferred name, gender identity, and/or gender expression be acknowledged, the following guidelines will be used:
 - a. "If it is reasonably expected that obtaining parental consent as mentioned in subsection 2 of Bill 137 is likely to result in physical, mental or emotional harm to the pupil, the principal shall direct the pupil to the appropriate professionals, who are employed or retained by the school, to support and assist the pupil in developing a plan to address the pupil's request with the pupil's parent or guardian" (Bill 137 – 197.4 (2)).

- b. If the student is under the age of 16, school administration will request parental/guardian consent using [Gender Related Name and/or Pronoun Form](#); or
 - c. If the student is 16 or older, school administration will gain formal consent from the student using [Gender Related Name and/or Pronoun Form](#).
2. The principal shall:
 - a. Inform the area superintendent regarding completion of the consultation process with the student and parent(s)/guardian(s).
 - b. Inform school staff of the student's preferred name and/or pronouns once parental or student consent is received, as described in the previous section.
 - c. Principals, in consultation with the area superintendent, will provide opportunities for staff to increase their knowledge, awareness, skills and attitudes in promoting respect for human rights, respecting diversity, and understanding issues related to gender identity and/or gender expression in relation to the Catholic faith as well as the greater society.
3. If student requests assistance in gaining parental consent a team consisting of appropriate school/division personnel will be established to support the student in developing a plan to speak with their parent(s)/guardian(s).
 - a. Inform area superintendent.
 - b. The make-up of the team will be determined by the principal in consultation with the student based on the student's individual needs and situation.
 - c. The plan to speak to parent(s)/guardian(s) will be created with the student's needs and interests at the center, should the student wish to proceed. The student shall be made aware that this plan and collaboration with family is taking place and that until parental consent has been received, their preferred name and/or pronouns will not be changed.

Official Records and Student Information

1. As per the procedure document for Administrators regarding report cards and an updated name(preferred name) change (RCSD 2024), when parental consent has been received, all school forms and records shall be changed to ensure that a student's updated name (preferred name) and/or gender markers are current on class lists, timetables, student files, identification cards, cumulative record, etc. All legal names will remain on all legal documents (MySchoolSask (MSS)Edbsy/Student Data System (SDS)). Updated names can be included as a note on the legal documents.
2. Educational organizations collect personal information both directly and indirectly about individuals while providing educational services. Educational organizations shall take all reasonable steps to protect this personal information from unauthorized uses and disclosures, and to protect the privacy of the individual.