



What You Need to Know About...

Access and Safety for Trans* and Gender Diverse Youth in Our Schools

 All students need to feel emotionally and physically safe in order to learn effectively.

1 Student Well-being

This document has been designed to raise awareness and help protect against discrimination and harassment. It is intended to support members of the wider KPRDSB community in fulfilling our shared obligation to promote the dignity and equality of all individuals, regardless of gender identity or gender expression.

2 Individual Procedures

Trans* and gender diverse youth have the right to define and express their gender openly. This includes expressing gender identity without fear of unwanted consequences, as well as the right to be treated with dignity and respect.

Board and school staff must consider each student's needs and concerns separately. Each transgender and gender diverse student is unique and has different needs. An accommodation that works for one student cannot simply be assumed to be appropriate for another.

3 Privacy

All students have a right to privacy. Unless specifically directed by the student, schools must keep a student's trans* identity confidential. Therefore, school staff should not disclose a student's gender identity to others unless there is a specific "need to know" (e.g., to fulfill a specific accommodation request) or if the student has given permission to share.

Some trans* or gender diverse students are not open about their identity at home for safety or other reasons. A school should never disclose a student's gender identity to the student's guardian(s)/caregiver(s) without the student's explicit prior consent.



* There are many terms that individuals use to identify their gender. In this document, trans* is an umbrella term that aims to include all gender identities that are not included in the mainstream gender binary (two-part definition) of male or female. "Trans" includes individuals who are Transgender, Gender Non-conforming, Gender Expansive, Gender Independent, Gender Queer, Gender Variant, and more.



Transgender is a term used to describe people with a gender identity or gender expression different from the sex they were assigned at birth. People who are gender non-conforming or gender diverse (who express a combination of genders or avoid gender identifications altogether) also often identify as transgender.



In some cases, unwanted disclosure of a student's gender identity can place students at significant risk of harm, neglect, and abuse.

4 Names and Pronouns

All students have the right to be addressed by a preferred name and pronoun corresponding to their gender identity (e.g. he, she, they, ze, etc.). This is true regardless of whether the student has obtained a legal name or sex designation change. Under the Trillium student system, a student's "preferred or chosen name" and a change of gender can be used on class lists, timetables, etc. However, a student's legal name cannot be changed in Trillium unless the student has obtained a legal name change and has the supporting documentation. School staff may need to make manual changes to report cards and diplomas to ensure that the correct name and pronouns appear on these documents.

Students who wish to use pronouns other than the masculine or the feminine, such as 'they' or 'ze', need to be accommodated equally.

5 Washrooms and Change-rooms

All students have a right to safe restroom facilities and the right to use any washroom or change-room that best corresponds to their gender identity, regardless of their sex assigned at birth. Students should not be required to 'prove' their gender (through a doctor's letter, identity documents, etc.) An individual's self-identification is the sole measure of their gender.

Where possible, schools will also provide an easily accessible all-gender single stall washroom for use by any individual who desires increased privacy, regardless of the underlying reason. Use of an all-gender single stall washroom should be an option students may choose, but should not be imposed upon an individual by the school because of their gender identity.

6 Gender-segregated Sports and Activities

As a general rule, in circumstances where students are separated by gender in school activities (e.g., class discussions, field trips, sports), students shall be permitted to participate in accordance with their gender identity, subject to OFSAA rules.

7 Professional Learning

Kawartha Pine Ridge District School Board Policy (B-3.2: Equity, Diversity and Inclusion) and Provincial legislation require school boards to ensure staff members are educated about gender diversity, advocacy and anti-transphobia education, challenging gender stereotypes, and using gender-neutral and inclusive language.

8 Duty to Accommodate

Under the Ontario Human Rights Code, service providers have a legal duty to accommodate people because of their gender identity or gender expression, unless this would cause undue hardship.

Employment processes and facilities should be designed inclusively to minimize the need for individual accommodation, and they must be adapted when people have accommodation needs related to gender identity or expression. This should always be done in a way that best promotes inclusivity and full participation.



Intentionally addressing a student by the incorrect name or pronoun may be considered a form of discrimination and is not tolerated.



He / Him / His

She / Her / Hers

They / Them / Their

Ze / Hir / Hirs



Research suggests that people know their gender identity by the age of three.



The duty to accommodate the needs of trans people is a shared responsibility. Everyone involved should cooperate in the process, exchange only necessary information and explore options while respecting privacy.



*OHRC Gender Identity and Gender Expression
(Brochure)*