

Selkirk Montessori School Statement of Commitment to SOGI Best Practices

The Pacific Montessori Society upholds its commitment to providing a safe and supportive environment for all members of our school community, including those who identify as transgender and/or gender non-conforming. Our Board of Directors stands firm in advocating for the rights of every student and staff member to learn and work without fear of discrimination or harassment, and we pledge to actively promote strategies and guidelines that ensure the inclusion, belonging, and respect of all students regardless of gender identity or sexual orientation.

To achieve this commitment, we outline the following principles and actions:

1. **Leadership:** Our Board will lead by example in fostering inclusion and enabling the free expression of gender identity among students and staff. Discriminatory actions or complaints will be promptly addressed through established policy and procedures, with a commitment to treating gender-based discrimination with the same diligence as any other form of discrimination.
2. **Learning Resources:** We are dedicated to providing inclusive educational resources that respect diverse gender identities and expressions, and a variety of family compositions. Materials that represent all students sponsor a sense of belonging for all students and staff.
3. **Student Support:** Our school is committed to providing support tailored to the needs of transgender and gender non-conforming students and staff. We will continue to support the clubs focused on allyship.
4. **Communications:** We will ensure that all communications to students, staff, parents, guardians, and the community recognize and respect the diversity of gender identities, expressions, and families present within our school community.
5. **Student Information and Privacy:** All students and staff have the right to privacy and to openly discuss and express their gender identity and/or expression as they choose.
6. **Sex-Segregated Activities:** We are committed to reducing the segregation of students based on sex and/or gender to encourage the full inclusion of transgender and gender non-conforming students.
7. **Accessibility:** Our school recognizes students' rights to freely access single occupant gender-neutral bathroom facilities.
8. **Dress:** Students and staff have the right to dress in a manner consistent with their gender identity or expression.

In accordance with this commitment, 'sexual or gender minority' or LGBTQ+ persons encompass a range of identities including, but not limited to, lesbian, gay, bisexual, transgender, transsexual, two-spirit,

intersex, queer, or questioning persons, as well as those with immediate family members who identify as such.

Furthermore, 'gender nonconforming' refers to individuals, particularly children, whose expression of gender differs from societal expectations based on their assigned sex at birth. 'Trans' or 'transgender' individuals include those whose gender identity and/or expression differs from their assigned sex at birth, with some choosing to undergo medical or social transition.

Through these commitments and definitions, we strive to create an environment where every member of our school community feels valued, respected, and supported in their authentic expression of self.