

Transgender Policy Statement from ETFO Reference Book 2016-2017

79.0 Transgender

- 79.1 That trans or transgender be defined as “an umbrella term that describes people with diverse gender identities and gender expressions that do not conform to stereotypical ideas about what it means to be a girl/woman or boy/man in society.”
- 79.2 That gender identity and gender expression be clearly defined and addressed by equity policies and procedures at both the ETFO provincial and local level.
- 79.3 ETFO members who are transgender have the right to an inclusive and respectful working environment that adheres to jurisdictional privacy laws.
- 79.4 That a member who chooses to transition or expresses the intent to transition at any time at their school/worksites will be supported by ETFO through the process.
- 79.5 That the workplace, as it relates to transgender persons, be free of discrimination and harassment.
- 79.6 That all transgender members be addressed by the chosen pronoun and name.
- 79.7 That all transgender members have a right to an accessible and safe washroom facility and the right to use the washroom(s) that best corresponds to their gender identity, regardless of the gender that was assigned to them at birth.
- 79.8 That all members have the right to dress according to their gender expression. ETFO supports members in transition and how and when they transition.
- 79.9 That school boards put policies and procedures in place to protect the privacy of staff who are transitioning or are transgender and that the status of an employee should only be disclosed with the consent of the employee on a need to know basis.
- 79.10 That school boards and staff must challenge gender stereotypes and integrate trans-positive content into the teaching of all subject areas in accordance with school board policies, procedures and provincial legislation.
- 79.11 That the concerns of ETFO members who are transgender be addressed in a positive way by district school boards with the aim of acknowledging and recognizing that supportive policies, procedures and staff training need to be put in place.