

## Administrative Procedure 207

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### GENDER IDENTITY, SEXUAL ORIENTATION & HUMAN SEXUALITY TOPICS

#### Background

The Division is committed to providing a welcoming, caring, respectful, safe and healthy learning and working environment that respects diversity and fosters a sense of belonging for all students and staff (Board Policy 19).

The Division will provide instruction on gender identity, sexual orientation, and human sexuality as mandated through the Grades 3 through 10 Physical Education and Wellness, the Grades 7 through 9 Health and Life Skills, and the Career and Life Management curricula.

#### Definition

Learning and Teaching Resources: any resources used for instruction, excluding student-created or independently accessed material (e.g., library).

Primarily: the central instructional purpose or learning objective of the lesson, activity, or resource.

Explicitly: the topic is addressed directly and plainly by name, concepts, or targeted materials—not merely implied or mentioned incidentally during regular classroom interaction.

Incidental/indirect references: references to gender identity, sexual orientation, or human sexuality that arise in the normal course of classroom instruction, discussion, or interaction, and that are not planned, structured, or intended to be the primary focus of the lesson, activity, or instructional materials.

#### Procedures

1. Principals shall give parents the opportunity to exercise the decision to “opt-in” a student to curricular instruction that is sexual in nature (gender identity, sexual orientation and human sexuality) by notifying parents 30 days in advance of the instruction, or classroom content.
  - 1.1 Each year, before gender identity, sexual orientation and human sexuality topics are taught in a school, the Principal will notify parents via an “opt-in” form (Form 207-1), and via the usual communications method used by the school, outlining;
    - 1.1.1 The instruction of the gender identity, sexual orientation and human sexuality topics for each applicable grade;
    - 1.1.2 The anticipated date that each topic will be discussed.

- 1.2 This decision not to "opt-in" does not, and cannot, apply to incidental or indirect references to gender identity, sexual orientation, or human sexuality that may arise as part of daily classroom interaction.
2. Parents may "opt-in" each year by:
  - 2.1 Completing Form 207-1 Gender Identity, Sexual Orientation & Human Sexuality Topics Opt-In Form sent out by the Principal.
  - 2.2 Independent students do not require a parent-signed "opt-in" and can make the decision themselves to opt in at the time of instruction.
3. Alternate instruction or supervision shall be provided for those students who do not "opt-in".
4. Principals shall not permit the use or provision of learning and teaching resources that deal primarily and explicitly with gender identity, sexual orientation or human sexuality unless the learning and teaching resources are approved by the Minister.
  - 4.1 Where the use or provision of learning and teaching resources referred to in section 4 is by an external party, the principal shall not permit the use or provision unless the learning and teaching resources are approved by the Minister.
5. External parties presenting learning and teaching resources dealing primarily and explicitly with gender identity, sexual orientation, or human sexuality must be approved by the Minister of Education, whether in the context of religious instruction or otherwise.

Reference: Section 1, 2, 16, 18, 18.1, 19, 52, 53, 58.11, 58.12, 196, 197, 222 Education Act  
Alberta Bill of Rights  
Canadian Charter of Rights and Freedoms, Constitution Act, 1982  
Human Rights, Citizenship and Multiculturalism Amendment Act  
Guide to Education: ECS to Grade 12  
Board Policy 19 – Welcoming, Caring, Respectful, Safe and Healthy Learning and Working Environments

Forms: 207-1 Gender Identity, Sexual Orientation & Human Sexuality Topics Opt-In Form