

# Gender Diversity Policy

Help for non-English speakers

If you need help to understand the information in this policy, please contact the school 9387 6133 or [brunswick.sc@education.vic.gov.au](mailto:brunswick.sc@education.vic.gov.au)

## Purpose

The purpose of this policy is to define how Brunswick Secondary College supports students who have or are in the process of transitioning or affirming their gender identity. We will ensure that all policies, practices and activities are inclusive and do not have the effect of treating any student or staff member adversely on the basis of their gender identity. Positive action will be taken at Brunswick Secondary College to eliminate discrimination, harassment of students and staff based on their gender identity. Brunswick Secondary College commits to continually expanding our knowledge, furthering our learning and applying inclusive practices to support all members of our school community, our most vulnerable.

## Who?

The Brunswick Secondary College community will support staff and students by providing a positive, supportive and respectful environment

- x respecting privacy and confidentiality
- x challenging all forms of homophobia and transphobia to prevent discrimination and bullying; and
- x considering the impact of participating in a school setting.

We encourage all staff and students who may like to receive support to transition or affirm their gender identity to contact a wellbeing team member or trusted teacher so that our school can support a safe school environment.

## How?

To promote a positive and inclusive community Brunswick Secondary College will actively ensure that:

- x students will be briefed on appropriate use of showers, toilets and changing rooms respect for privacy of others
- x students are supported using the toilet facilities (including dormitories) that they feel most comfortable with
- x staff use gender specific language addressing and organising groups and or working partners
- x Staff use preferred pronouns and names for students
- x students are encouraged to engage in specific activities (i.e. interschool sport) in the team that they feel most comfortable
- x staff will be provided with assistance to support gender diverse students through professional learning and briefings
- x bullying, discrimination or harassment will be responded to and managed appropriately in accordance with Student Wellbeing and Engagement Policy.

## When?

Information will only be shared with those who have an legitimate need to know. Communication may be prepared in

