

<p>Philosophic and Foundational Commitments 1112 Changeroom</p>	Administrative Application	
	Last Reviewed / Approved on:	June 24, 2025
	References:	<p>The Accessible Saskatchewan Act The Education Act, 1995 Saskatchewan Human Rights Code Caring for Our Students and Staff: Creating an Atmosphere of Trust and Respect Around Issues of Sexual Orientation SCSBA Pastoral Response to Transgender Students Administrative Applications 1000 – Philosophy and Commitment of Catholic Education 1111 – Supporting and Respecting Gender Identity and Expression Policy 12 – Role of the Director</p>
	Status:	Operational

Preamble

Regina Catholic School Division (RCSD) is committed to fostering a safe, inclusive, and respectful environment for everyone. This administrative application ensures that changeroom access respects the dignity, privacy, and well-being of every student while aligning with human rights obligations and the duty to accommodate individual needs.

Guiding Principles

1. **Foundations in Faith**
Given that all students are created in the divine image and likeness, and are therefore endowed with an inalienable worth that cannot be violated, and are to be addressed with a high degree of sensitivity, respect, and inclusion, and where required, expertise in the context of the school's resources i.e./ administration, personnel such as student services employees, DEIA Lead, Coordinator for Catholic Education Services.
2. **Respect and Dignity**
Every student has the right to privacy, safety, and respect when accessing changeroom facilities.
3. **Inclusivity**
Accommodations will be provided based on individual needs to ensure all students have equitable access to changeroom facilities.
4. **Student-Centered Approach**
Consideration will be given to students' needs, comfort, safety, and privacy when determining changeroom access.

5. **Proactive Accommodation**

Schools will proactively offer accommodation where needed to support student well-being.

6. **Undue Hardship Consideration**

In cases where an accommodation request may pose significant challenges, the principal will consult with the appropriate school division personnel to determine a solution.

Application

1. All students have a right to safe washroom and changeroom facilities. RCSD will have a single stall washroom for use by any student who desires increased privacy. RCSD will provide a single use changeroom for use by any student who desires increased privacy.
2. When an accommodation request is made, school administration will work collaboratively with the student and, where applicable, parents/guardians to develop an individualized plan. School accommodations may include but are not limited to:
 - a. Use of a private area that is accessed within public spaces within the school (e.g., room with a door off the corridor, a nearby private washroom);
 - b. Having a separate changing schedule in the private area (either utilizing the change room before or after the other students);
 - c. Providing an alternate private area for the student who has made the request.
3. Schools will ensure changerooms are designed and maintained in a manner that promotes safety, privacy, and accessibility for all students.
4. Where new or renovated changeroom facilities are planned, design considerations will include private and accessible options to support student needs.

Review and Accountability

This policy will be reviewed periodically to ensure alignment with best practices and evolving student needs. Any concerns regarding changeroom accommodations should be directed to the school principal, who will collaborate with division personnel to address them.

Conclusion

RCSD is dedicated to upholding a learning environment where all students feel safe, valued, and respected. Changeroom access and accommodations will be managed with care, discretion, and an unwavering commitment to student dignity.