

<p>Philosophic and Foundational Commitments 1110 Supporting and Respecting Sexual Diversity</p>	Administrative Application	
	Last Reviewed /Approved on:	September 2, 2025
	References:	<p>Saskatchewan Human Rights Code Saskatchewan Education Act Canadian Charter of Rights and Freedoms United Nations Declaration of Human Rights Deepening the Discussion, Ministry of Education 2023 SCSBA Student Alliances for Gender and Sexual Diversity Formation Protocol, 2015 The Shared Protocol Policy 1 – Division Foundational Commitments and Board Strategic Plan Policy 12 – Role of the Director</p>
	Status:	Operational

Preamble

The Regina Catholic School Division's (RCSD) Administrative Application for supporting and respecting sexually diverse staff and students is informed by church teachings and the pastoral plans outlined in these guiding documents:

1. *Caring for Our Students and Staff: Creating an Atmosphere of Trust and Respect Around Issues of Sexual Orientation* (Saskatchewan Catholic School Boards Association, 2015),
2. *SCSBA Student Alliances for Gender and Sexual Diversity Formation Protocol* (Saskatchewan Catholic School Boards Association, 2016).
3. *The Shared Protocol* (RCSD and the Archdiocese of Regina, 2020)
4. *Deepening the Discussion, Ministry of Education, 2023*

RCSD is committed to fostering an inclusive and affirming environment for staff, families, and learners that are sexually diverse. The purpose of this Administrative Application is to ensure that RCSD is a place free from discrimination, harassment, or inequity based on actual or perceived sexual diversity.

Pope Francis reminds us: "To believe in a Father who loves all men and women with an infinite love means realizing that 'he thereby confers upon them an infinite dignity'. To believe that the Son of God assumed our human flesh means that each human person has been taken up into the very heart of God. To believe that Jesus shed his blood for us removes any doubt about the boundless love which ennoble each human being" (The Joy of the Gospel, #178, Pope Francis).

RCSD shares the belief that all people are loved by God, have inherent dignity and are unique. The mission of our Catholic schools is to help each person fulfill their God-given

potential in all aspects of themselves: physically, academically, socially and communally, morally, and spiritually.

Application

1. The school division recognizes that being free from discrimination on the basis of sexual diversity is an inherent human right as outlined in Article 1 of the United Nations Declaration of Human Rights. Further, it recognizes that all learners and staff have the right to feel safe within their learning and working environments.
2. The school division will work within our schools to promote a theology and spirituality of communion by eliminating signs of injustice, discrimination, and harassment directed toward a person who is sexually diverse.
3. The school division will provide information regarding Church teaching on sexual diversity.
4. The school division will not tolerate discrimination, harassment, nor bullying based on actual or perceived sexual diversity of any student or staff member. Incidents of this will be handled in accordance with Administrative Applications that outline the procedures and consequences for staff and learners as they relate to bullying, harassment, and discrimination which include but are not limited to:
 - a. 7100 – Workplace Violence and Employee Harassment Prevention
 - b. 7130 – Employee Complaints
 - c. 7201 – Employee Code of Conduct
 - d. 9240 – Bullying Prevention
 - e. 9241 – Bullying Incidents

Responsibilities

1. Employees of Regina Catholic School Division shall:
 - a. Respect the privacy and confidentiality of everyone with respect to their sexual diversity.
 - b. Live out the Division's commitment to affirming and respectful learning and working environments.
 - c. When requested by a student, the school will provide space and facilitation of a Student Alliance for Gender and Sexual Diversity or club composed of GSD students as well as allies:
 - i. Students have an opportunity to form such groups in accordance with the Saskatchewan Catholic School Board Association (SCSBA) protocols. Students seeking to form an Alliance for Gender and Sexual Diversity should inquire with their school-based administration (SBA).

- ii. School-based administrators can contact the Diversity, Equity, Inclusion, and Accessibility (DEIA) Lead and Coordinator of Catholic Education for support and guiding documents.
 - d. When discussing sexual diversity and/or offering support or assistance to students, staff or families the employee is expected to respond respectfully, with sensitivity, compassion and confidentiality.
 - e. Staff will respect a student's right to represent their identity and values through self-expression, provided those symbols (clothing) don't promote hate.
- 2. Staff requiring further guidance about sexual diversity will contact the DEIA Lead and Coordinator of Catholic Education Services.