

Responsibilities of School Staff & Students

School students and staff are responsible for taking steps to prevent discrimination and providing a safe, welcoming environment for trans students and staff.

Harassment by principals, teachers, parents or students is unacceptable. A school may be liable for any discrimination or harassment that occurs.

Schools are responsible for accommodating a trans person's needs unless doing so would cause undue hardship.

Everyone should know

Each student and staff member has the right to be called by their chosen name and pronoun.

Each student and staff member has the right to use washrooms, changerooms, and other sex-segregated services and facilities based on their lived identity.

Having gender inclusive facilities is a positive step but a trans student or staff member must not be required to use a separate facility or be segregated.

Every trans athlete has the right to compete on the team which reflects their gender identity.

Dress code policies should be inclusive, flexible, and must not prevent people from dressing according to their expressed gender.

Establishing and enforcing these non-discriminatory practices should address most of the needs of a trans student or staff member; however, there may be times when a trans person requires specific accommodation.

Examples of Accommodation

Adding partitions or individual stalls in male and female locker rooms.

Allowing a student or staff member to take time off for medical attention or procedures.

Examples of Discrimination Based on Gender Identity and Gender Expression

Ally, a transgirl, has her prom next week. The principal told Ally that she could not wear a dress to prom and would have to go dressed in a suit or not go at all.

Ally is experiencing discrimination on the basis of gender identity and expression.

Laura is an athletic cisgirl who wears her hair short and masculine clothes. Groups of classmates and players on teams from other schools repeatedly harass her and call her names because of how she looks and dresses. The school refuses to address it.

Laura is experiencing discrimination on the basis of gender expression.

Confidentiality of Information

If a school needs and collects personal information that identifies a person's birth assigned sex as being different from their gender identity, that school must ensure that the individual's privacy is protected.

It is always up to the student or staff member to decide whether, and to whom, they disclose their birth assigned sex or gender identity.

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