



Hamilton – Wentworth Family Action Council
DEDICATED TO PRESERVING FAMILY VALUES
P.O. Box 66714, 38 King Street East
STONE CREEK, ONTARIO L8G 5E6
www.hamiltonfamilyaction.org

Presentation to the City of Hamilton Emergency and Community Services Committee:

**Opposite Biological Gender Usage Of
Washrooms, Change Rooms and Shower Facilities
in the City of Hamilton**

TDSB Guidelines for the Accommodation of Transgender and Gender Non-Conforming Students and Staff

An Administrative Guideline of the Toronto District School Board Human Rights Policy P031



Names/Pronouns. Transgender and gender non-conforming students have the right to be addressed by a name and pronoun corresponding to their gender identity. This is true regardless of whether the student has obtained a court ordered name or gender change. For example, under the Ontario Trillium school identification system, a student's "preferred or chosen name" and a change of gender can be used on class lists, timetables, etc.

Intentionally addressing a student by the incorrect name or pronoun may be considered a form of discrimination and is not condoned. This directive does not prohibit inadvertent slips or honest mistakes, but it does apply to the intentional and/or persistent refusal to acknowledge or use a student's gender identity.

Students who wish to use pronouns other than the masculine or the feminine (such as 'zhe' and 'hir') need to be accommodated equally.

NOTE: Students and employees who wish to use gender-neutral and gender inclusive language in TDSB schools and workplaces should be supported to do so. For example, some people do not feel included in the generic binary of "he or she". Students and staff may wish to write in such a way as to avoid it. An increasingly common and accepted strategy is to use "they" as a gender-neutral singular pronoun, as this document often does. (For a useful legally-oriented source on this, please see www.editorscanberra.org/a-singular-use-of-they/)

Standardized Forms and Documentation

Board staff will send an annual advisory to all schools to ensure standardized forms are appropriately amended to reflect these guidelines. The advisory will reinforce the expectation that schools use gender-neutral language and offer gender-inclusive choices. (E.g., "Select the gender identity that best fits you: Female, Male, Trans.")

Washroom Access. All students have a right to safe restroom facilities and the right to use a washroom that best corresponds to the student's gender identity, regardless of the student's sex assigned at birth. Requiring students to 'prove' their gender (by requiring a doctor's letter, identity documents, etc.) is not acceptable. A student's self-identification is the sole measure of the student's gender.

Where possible, schools will also provide an easily accessible all-gender single stall washroom for use by any student who desires increased privacy, regardless of the underlying reason. However, use of an all-gender single stall washroom should always be a matter of choice for a student.

Dress Codes. Schools' dress codes should be flexible and gender-neutral. Students should not have to choose between 'male' and 'female' clothing. Some students are most comfortable in clothing that is not clearly male-identified or female-identified, but rather a combination of the two.

Sports Activities, Gym Classes, and Change Rooms. School staff must ensure students can exercise their right to participate in gender-segregated sports and physical education (P.E.) class activities in accordance with each student's gender identity.

Students have the right to a safe change-room that corresponds to their gender identity. Transgender or gender non-conforming students have the right to an accommodation that best meets the individual student's particular needs. Such accommodations can include: (A) use of a private area within the public area (a bathroom stall with a door; an area separated by a curtain; a P.E. instructor's office in the change-room); (B) a separate changing schedule in the private area (either utilizing the change room before or after the other students); (C) use of a nearby private area (a nearby washroom; a nurse's office); (D) access to the change room corresponding to the student's assigned sex at birth, or (E) satisfaction of the P.E. requirement by independent study outside of gym class.

It is not an acceptable accommodation to deny a student the opportunity for physical education. For example: *not allowing* the student to have P.E.; *forcing* the student to choose independent study; *Requiring* a transgender or gender non-conforming student to use the change room corresponding to the student's sex assigned at birth.

Curriculum Integration and Access to Accurate Information.

Too often, the existence of transgender people is erased or only included in a highly stigmatized way in classrooms, as well as in the media and popular culture. The lack of any positive acknowledgment of transgender