

Upper Coomera



State College

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UCSC GENDER DIVERSITY POLICY



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Learning Pathways to the Future



Supporting Gender Diverse Students

Upper Coomera State College (UCSC) is committed to providing quality schooling for all students. All members of our school community have the right to feel safe, be respected and learn free from discrimination based on gender, language, sexual orientation, culture, ethnicity, religion, health, disability or socioeconomic background.

At UCSC we acknowledge our diversity and respect all students, as a school community we will:

- Promote student wellbeing as a priority;
- Ensure respectful arrangements are made that consider the needs of all students;
- Promote compliance and alignment with relevant legislation concerning discrimination and maintain privacy and confidentiality of student information;
- Promote positive educational outcomes for all students through research based inclusive practices;
- Comply with relevant legislation concerning discrimination and privacy;
- Negotiate and respond to the individual needs of gender diverse students through the student support team;
- Support staff in the continuous development of both an inclusive curriculum and inclusive pedagogical practices in the College.

What the Legislation says

The Anti-Discrimination Act 1991 prohibits state schools from discriminating on the attribute of gender identity or sexuality. The Sex Discrimination Act 1984 also prohibits discrimination on the basis of a person's sex, gender identity, intersex status or sexual orientation in the area of education. This Legislation seeks to promote equality of opportunity for all by prohibiting both direct and indirect discrimination. Relevant legislation includes:

- Anti-Discrimination Act (QLD) 1991
- Information Privacy Act (QLD) 2009
- Education (General Provisions) Act (QLD) 2006
- Sexual Discrimination Act (Cwlth) 1984
- Sexual Discrimination Amendment (Sexual Orientation, Gender Identify and Intersex Status) Act (Cwlth) 2013

Policy

- **Student Transitions**

At UCSC we acknowledge each student's gender identity. Each student experiences transition in a unique way, which requires varying levels of understanding and



support. UCSC will work respectfully with students and their families to facilitate appropriate supports to meet their specific needs.

This will be done in alignment with the Information Privacy Act (QLD) 2009, a person's gender identity, legal name or gender assigned at birth is private. Disclosing this personal information without justification or consent is a breach of privacy and confidentiality.

Student Name

At UCSC we will acknowledge and respect a person's request to change their name or pronoun as this is an important part of validating their identity.

At UCSC

- Students may refer to themselves by a name of their choosing.
- School staff will use a student's preferred name, personal pronouns and gender identity when requested (as with all students)
- UCSC staff should consult with the Guidance Officer to support gender diverse students.
- The Guidance Officer will act in the student's best interests in consultation with parents / carers where possible.

School records

It is a legal requirement that school records are made and kept accurately. School enrolment records must reflect the legal name and sex as stated on the student's birth certificate or passport. The College's student data management system also captures a student's preferred name if one is selected. A student's preferred name is used on roll marking, and other reports regularly used by school staff.

Student academic reports cards and school student identification cards issued may reflect the student's preferred name and gender.

Curriculum

At UCSC we promote a curriculum that can be facilitated in a manner that promotes inclusivity. Staff will deliver curriculum which avoids making generalisations and considers the perspectives of sexuality, gender identity, as well as other global perspectives.

Bathroom Facilities

Considerations about appropriate bathroom access will be negotiated with each individual student. Privacy, comfort and safety is a priority for all students.



School Uniform

A school uniform option should be available that can be worn by students of any gender. Students are permitted to wear the uniform of their choosing.

Sport

Schools are best placed to make decisions about participation in sporting activities within the school. Schools must adhere to their obligations under the discrimination legislation. For children over 12 years of age, restrictions on participation in sport may be imposed on the basis of biological sex or gender identity if the restriction is reasonable, having regard to the strength, stamina or physique requirements of the sport.

School camps

At UCSC reasonable adjustments will be negotiated to enable participation in school camps for gender diverse students in consultation with students and their parents/carers. In preparation for school camps communication will occur with the venue to discuss and accommodate the access, sleeping arrangements, bathroom facilities and areas to change clothes for gender diverse students.

Wellbeing support

At UCSC we encourage open communication with the student, parents / carers to provide the best support network for gender diverse students. According to the Anti-discrimination Act 1991 a parent/carer is not exempt from direct or indirect discrimination based on gender identity.

To assist this process, UCSC has a team of internal and external student support services available. Referrals to external services to provide further support to students and their parent/care givers can also be provided from some of our support staff.

Discrimination, Harassment, Bullying

Any incidents of Discrimination, Harassment and Bullying will be actioned as per the UCSC Code of Conduct for students. These incidents can be reported directly to our wellbeing and engagement team.



Definitions/Glossary

Transgender — an umbrella term used to describe anyone whose gender identity differs from their biological sex.

Intersex — a long-established medical condition where an infant is born with reproductive organs and/or sex chromosomes that are not exclusively male or female.

Gender diverse — used to describe anyone whose gender identity differs from their biological sex. Includes people who identify as transgender, a-gender (having no gender), bi-gender (having two genders), and non-binary (not strictly a woman or man).

Gender identity — a word or series of words that a person of any sexuality may use to describe their gender, for example: girl, boy, woman, man, transgender, gender diverse etc.

Same-sex attracted — any person who identifies as being same-sex attracted. This may include people who identify as gay, lesbian or bisexual.

Sexual orientation — the underlying direction of sexual attraction towards people of a particular gender or genders. Sexual orientation can include being heterosexual, homosexual or bisexual.

Having a homosexual or heterosexual orientation does not always mean people will have a gay, lesbian or heterosexual identity.

Sexual identity — how you see yourself sexually and how you present yourself to others. It includes being gay, lesbian, bisexual or heterosexual.



References:

Department of Education. (2017) *Diversity in Queensland Schools: Information for Principals*.

- **Additional Information and resources**

- Anti-Discrimination Commission Queensland: www.adcq.qld.gov.au
- Australian Human Rights Commission: www.hreoc.gov.au
- Queensland Human Rights Commission: <https://www.qhrc.qld.gov.au>
- Australian Transgender Support Association of Queensland (ATSAQ): www.atsaq.com
- Parents of Gender Diverse Children: www.pgdc.org.au
- TRASCEND Support: www.transcendsupport.com.au
- LGBTI Legal Service: www.lgbtilegalservice.org.au
- Open Doors Youth Service: www.opendoors.net.au
- The school Guidance Officer can be contacted for further information, resources and support.

Endorsed

Executive Principal

Mr Noel Rawlins

Principal Primary School

Mrs Kylie Gurney

Principal Secondary School

Mrs Camilla Nichols