



POLICY NAME:

**RESPECTING AND VALUING GENDER DIVERSE, INTERSEX
AND SEXUALLY DIVERSE STUDENTS
IN LUTHERAN LEARNING COMMUNITIES**

School Name: IMMANUEL SCHOOL GAWLER

Policy Adopted Date: 13 September 2022

Policy Review Date: 2025 (3 year cycle)

Immanuel School Gawler believes that:

1. Each person is a unique creation of God and a person loved by God.
2. Students have God's all-inclusive and life-giving love demonstrated to them through the full inclusion of all students.
3. All students, regardless of intersex status, sexual orientation, gender identity or gender expression, should be respected and valued and receive a quality education in a safe, supportive and inclusive environment, free from discrimination, bullying and harassment.

To acknowledge and enable this, Immanuel School Gawler commits to:

1. Making the good news of Jesus Christ available to all students, without discrimination.
2. Providing the opportunity for all students to participate in and contribute to the ministry of Immanuel School Gawler.
3. Developing and promoting inclusive practices to ensure that students who may experience marginalisation feel safe and supported.
4. Including gender diversity, intersex and sexual diversity in sex and relationships in student and staff education.
5. Addressing as a part of the Immanuel School Gawler anti-bullying and harassment policy, discrimination on the basis of sexual orientation, intersex status, gender expression or gender identity, including the use of homophobic, interphobic, biphobic and transphobic language and behaviour.
6. Seeking to engage in on-going discussions with any student who may identify as gender diverse, intersex or sexually diverse to seek to understand their situation, to enable the student opportunity to express any requests and to provide support to the student.
7. Recognising the need to be sensitive, respectful and cautious about disclosing that a student may identify as gender diverse, intersex or sexually diverse.
8. Providing access to developmentally appropriate books and other resources that reflect the diversity of sexuality and gender of all students.



To build understanding within staff to create safe and inclusive environments for all students, Immanuel School Gawler will provide professional development to staff on:

1. This policy and its relevance to God's ongoing creation and care of all people.
2. Recognising that everyone is to be valued and respected as being created in the image of God.
3. Modelling God's love and care for all people by demonstrating inclusivity and challenging gender stereotypes, expectations, values and attitudes.
4. Recognising the state authorities as God's way of bringing order to our world and therefore our obligation to fulfilling legal obligations not to discriminate based on sexual orientation, intersex status, gender identity or gender expression.
5. Supporting gender diverse, intersex and sexually diverse students, including key resources and services.



ROLES AND RESPONSIBILITIES

Role	Authority/responsibility for
LESNW Board	Review position on a regular basis and if the LCANZ adopts a position
LESNW Executive Director	<ul style="list-style-type: none"> • Provide all Principals and Directors with the LESNW documents • Provide support to LLCs to implement the policy and guidelines, including professional development for staff
Principals and Directors	In participating LLCs, Principals and Directors are responsible for the implementation of the policy and guidelines
Staff	<p>All staff in participating LLCs are responsible for acknowledging God's love and ongoing care of all people by:</p> <ul style="list-style-type: none"> • complying with the policy and guidelines. • modelling appropriate and professional conduct at all times. • responding to and addressing forms of discriminatory language and behaviour inconsistent with this policy and guidelines. This may be homophobic, interphobic, transphobic or biphobic in nature. • ensuring positive representation of gender diversity, intersex and sexual diversity across all areas of the curriculum • promoting the use of inclusive and non-gendered language within the LLC.

DEFINITIONS

Language in gender diverse, intersex and sexually diverse communities is constantly changing. The use of inclusive and acceptable terminology empowers individuals and enables visibility of important issues.

All terms mean something unique and specific to the person using them. There are also a large number of culturally distinct terms that are used and should be respected, for example, in some Aboriginal communities the terms Sistergirls and Brotherboys are used. Generally speaking, it is useful to ask which terms a student may prefer and respect their choices.



LGBTQIA+	An acronym that is used to describe lesbian, gay, bisexual, transgender, questioning/queer, intersex and asexual (plus other) people collectively.
~phobia (as in, transphobia, interphobia, homophobia and biphobia)	The fear, intolerance, and/or discrimination of people who identify as: <ul style="list-style-type: none"> • Intersex (interphobia) • Same-sex attracted (homophobia) • Transgender, gender diverse or gender nonconforming (transphobia) • Bisexual (biphobia). These attitudes can be linked with hostility, verbal and physical abuse, prejudice or discrimination.
Same-sex attracted	People who experience feelings of sexual and emotional attraction to others of the same sex. This term includes people who may identify as lesbian, gay, bisexual or something else, or who are questioning their sexuality.
Sexual diversity	A diverse range of sexualities, identities, and romantic or sexual attractions. This term includes those who may identify as same- sex attracted, lesbian, gay and bisexual.
Sexual orientation	Refers to a person’s emotional and/or sexual attraction to another person, which can include the following identities: heterosexual, gay, lesbian, bisexual or something else.



Sistergirls and Brotherboys	Terms used by some Aboriginal and Torres Strait Islander communities to describe a person assigned male or female at birth and identifying or living partly or fully as another gender. Use and spelling of the terms may vary across different groups and communities, and other cultures will use different terms to describe gender diversity.
Social transitioning	Refers to a number of changes that can be made in a transgender person's social life and situation, including: <ul style="list-style-type: none">• Use of a different name and pronouns• physical appearance (eg hair, clothing)• Use of amenities in keeping with their gender It does not refer to medical intervention.
Transgender	An umbrella term used to describe a person whose gender identity or gender expression is different from the sex assigned to them at birth.

These definitions have been sourced from:

Australian Human Rights Commission
Australian Institute of Family Studies