



# Know your Rights

A guide to the rights of 2S/LGBTQ+ teachers and the rights to teach about sexual orientation and gender identity.

## Timeline



**SOGI- Inclusive Education is mandated by the Ministry of Education Province of BC**

**JUL 2016**

Gender Identity/Expression added to BC Human Rights Code



**Sep 2016**

The Minister of Education announces that all BC's schools are required to reference SOGI in codes of conduct.



**2017**

ARC Foundation partners with MOE, BCTF and others to develop resources, website and inclusion model that will become SOGI 123



**2018**

The BC SOGI Educator Network now has participation from 60 of 60 districts.



**2021**

BC is in Year 4 of SOGI Inclusive Education.



## Tips 4 Teachers:

- ★ Say goodbye Mr(s)! No Honorifics are required.
- ★ Look for Sections 7 and 8 inside the BC Human Rights Code regarding SOGI
- ★ Find non-discrimination and respectful environment clauses inside collective agreements e.g. remarks, questions, jokes, or innuendo based on your sexual orientation and gender identity may be considered harassment.
- ★ Your union can protect you. Find your BCTF Office - [here](#).

## BC Human Rights Code supersedes everything

No discrimination against person(s) because of "race, colour, ancestry, place of origin, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, or age".



### What is the BCPSEA?

- It is the accredited bargaining agent for the BC's 60 public boards of education and negotiates with the BCTF (the teachers' union) for a teachers' collective agreement.
- BCPSEA creates a local "working document" for each school district, which incorporates both the provincially and locally negotiated changes.



Click here to find the collective agreements of your school district

*Students, if they choose to, can come out or transition at any school in the province and know that the onus is on the school community to support them.* ”

Glen Hansman, former BCTF president (2016)