

Gender Diversity Policy

Inspiring Great Minds



Queensland Academy
for Science Mathematics
and Technology





CONTENTS

1.0	COMMITMENT	3
2.0	LEGISLATION	3
3.0	POLICY	3
3.1	STUDENT TRANSITIONS.....	3
3.2	STUDENT NAME/S.....	4
3.3	SCHOOL RECORDS	4
3.4	CURRICULUM	4
3.5	BATHROOM FACILITIES.....	4
3.6	SCHOOL UNIFORM.....	4
3.7	CO-CURRICULAR ACTIVITIES (PHE AND SPORT).....	4
3.8	SCHOOL CAMPS	4
4.0	COMMUNITY SUPPORT	5
4.1	PARENTAL AND CARER COLLABORATION.....	5
4.2	PARENTS UNAWARE	5
4.3	WELLBEING SERVICES.....	5
5.0	DISCRIMINATION, HARASSMENT, BULLYING	5
6.0	DEFINITIONS/GLOSSARY	5
7.0	REFERENCES	7
8.0	ADDITIONAL INFORMATION AND RESOURCES	7



1.0 COMMITMENT

Queensland Academy for Science Mathematics and Technology (QASMT) is committed to providing all students with access to high quality education. All members of our school community have the right to feel safe, be respected and free from discrimination based on gender, language, sexual orientation, culture, ethnicity, religion, health, disability or socioeconomic background.

At QASMT we acknowledge our diversity and respect all students and their choice to live authentically in their chosen gender identity. As a school community we will:

- Promote positive educational outcomes for gender diverse students;
- Promote an inclusive school community which encourages all students to be authentic and acknowledge their chosen gender identity;
- Promote compliance with relevant legislation concerning discrimination and privacy;
- Work collaboratively with local community members to support gender diverse students and their families;
- Negotiate and respond to the individual needs of gender diverse students;
- Support staff in the ongoing development of inclusive curriculum which incorporates gender diverse perspectives.

2.0 LEGISLATION

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 (Cth) 1984
- Sexual Discrimination Amendment (Sexual Orientation, Gender Identify and Intersex Status) Act (Cth) 2013

3.0 POLICY

3.1 STUDENT TRANSITIONS

At QASMT we acknowledge each student's chosen gender identity. Each student experiences a unique transition process which requires varying levels of collaboration and support. At QASMT we work collaboratively with students and their families to negotiate a transition plan which is specific to their needs. This plan is an ongoing collaborative process which is adapted regularly to suit the needs of the student.

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.



3.2 STUDENT NAME/S

Acknowledging a person's request to change their name or pronoun is an important part of validating their chosen identity. At QASMT staff are required to use the name, personal pronouns and gender identity of a student's request.

3.3 SCHOOL RECORDS

Acknowledging a person's name and pronoun through school records is an important part of validating their chosen identity and respecting their privacy. It is a legal requirement that school records are made and kept accurately. School enrolment records must reflect the sex as stated on the student's birth certificate or passport.

3.4 CURRICULUM

At QASMT we pride ourselves on incorporating and promoting an inclusive curriculum. When developing curriculum, staff consider current research and promote equitable access for all students. Regular professional development assists our staff in delivering curriculum which avoids generalisations and considers the perspectives of sexuality and gender identity.

3.5 BATHROOM FACILITIES

AT QASMT we promote safety and comfort for all students by offering individual toilet facilities for all students.

3.6 SCHOOL UNIFORM

The sports uniform available for all students is gender neutral. At QASMT students are permitted to wear the formal uniform of their choice. Uniform and Dress code guidelines apply to all students. Students who do not comply with uniform policy will face consequences in accordance with QASMT's Student Code of Conduct.

3.7 CO-CURRICULAR ACTIVITIES (PHE AND SPORT)

All students have the right to participate in PHE and Sport. When an event or activity is separated by gender, the school will negotiate where possible for students to participate in their chosen gender identity. It is essential to note that some physical activities (particularly representative sport) must consider the stamina, strength and physical requirements of each individual. Therefore, this may restrict the participation of some students in their chosen activity, or require them to submit medical evidence based on the potential developmental impact.

3.8 SCHOOL CAMPS

At QASMT reasonable adjustments are made to enable participation in school camps for gender diverse students. In preparation for school camps negotiations will take place with the host venue to accommodate the access of sleeping arrangements and bathroom facilities for gender diverse students.

4.0 COMMUNITY SUPPORT

4.1 PARENTAL AND CARER COLLABORATION

At QASMT we encourage parental and carer collaboration when supporting gender diverse students. A strong support network plays an essential role in the transition and ongoing support of 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.

4.2 PARENTS UNAWARE

When a student’s parents are unaware of their child’s gender identity, the school will work with the student either by initiating collaboration with the relevant family or, if this is not an option, supporting the student at school.

4.3 WELLBEING SERVICES

Understanding or changing one’s gender identity can be a challenging process. At QASMT we have a diverse team of internal and external student support services available. Some of the school based services also provide pathways and referrals to external services to further support students and their parent/care givers.

5.0 DISCRIMINATION, HARASSMENT, BULLYING

Any incidents of Discrimination, Harassment and Bullying will be actioned as per the QASMT Student Code of Conduct.

6.0 DEFINITIONS/GLOSSARY

Agender	Describes a person who identifies as having no gender.
Assigned sex at birth	The sex (male or female) assigned to a child at birth, most often based on the child’s external anatomy. Also referred to as birth sex, natal sex, biological sex, or sex.
BrotherBoy	Aboriginal and Torres Strait Islander people may use these terms in a number of different contexts, however, they can be used to refer to transgender and gender diverse people. BrotherBoy typically refers to masculine spirited people who were assigned female at birth.
Cisgender	A person whose gender identity and assigned sex at birth correspond (i.e., a person who is not transgender).
Coming out	The process by which one accepts and/or comes to identify one’s own sexual orientation or gender identity (to come out to oneself). Also the process by which one shares one’s sexual orientation or gender identity with others (to come out to friends, etc.).
Gender affirming surgery (GAS)	Surgeries used to modify one’s body to be more congruent with one’s gender identity. Also referred to as sex reassignment surgery (SRS) or gender confirming surgery (GCS).

Gender dysphoria	Distress experienced by some individuals whose gender identity does not correspond with their assigned sex at birth. Manifests itself as clinically significant distress or impairment in social, occupational, or other important areas of functioning. The Diagnostic and Statistical Manual of Mental Disorders (DSM-5) includes gender dysphoria as a diagnosis.
Gender expression	The way a person acts, dresses, speaks, and behaves (i.e., feminine, masculine, androgynous). Gender expression does not necessarily correspond to assigned sex at birth or gender identity.
Gender fluid	Describes a person whose gender identity is not fixed. A person who is gender fluid may always feel like a mix of the two traditional genders, but may feel more one gender some days, and another gender other days.
Gender identity	A person's internal sense of being a man/male, woman/female, both, neither, or another gender.
Gender non-conforming	Describes a gender expression that differs from a given society's norms for males and females.
Gender role	A set of societal norms dictating what types of behaviours are generally considered acceptable, appropriate or desirable for a person based on their actual or perceived sex.
Heteronormativity	The assumption that everyone is heterosexual, and that heterosexuality is superior to all other sexualities.
Heterosexual (straight)	A sexual orientation that describes women who are emotionally and sexually attracted to men, and men who are emotionally and sexually attracted to women.
Intersex	Group of rare conditions where the reproductive organs and genitals do not develop as expected. Some prefer to use the term disorders (or differences) of sex development. Intersex is also used as an identity term by some community members and advocacy groups.
Outing	Involuntary or unwanted disclosure of another person's sexual orientation or gender identity.
Non-binary	A term to describe someone who doesn't identify exclusively as male or female.
Same-sex attraction (SSA)	A term that is used to describe the experience of a person who is emotionally and/or sexually attracted to people of the same gender. Individuals using this term may not feel comfortable using the language of sexual orientation (i.e., gay, lesbian, bisexual) for personal reasons. Use of this term is not indicative of a person's sexual behaviour.
Sister Girl	Aboriginal and Torres Strait Islander people may use these terms in a number of different contexts, however they can be used to refer to transgender and gender diverse people. SisterGirl typically refers to feminine spirited people who were assigned male at birth.

Trans man/transgender man/female-to-male (FTM)	A transgender person whose gender identity is male may use these terms to describe themselves. Some will just use the term man.
Trans woman/transgender woman/male-to-female (MTF)	A transgender person whose gender identity is female may use these terms to describe themselves. Some will just use the term woman.
Transgender	Describes a person whose gender identity and assigned sex at birth do not correspond. Also used as an umbrella term to include gender identities outside of male and female. Sometimes abbreviated as trans.
Transition	For transgender people, this refers to the process of coming to recognise, accept, and express one’s gender identity. Most often, this refers to the period when a person makes social, legal, and/or medical changes, such as changing their clothing, name, sex designation, and using medical interventions. Sometimes referred to as gender affirmation process.

7.0 REFERENCES

- Department of Education: (2017) *Diversity in Queensland Schools: Information for Principals*.
- National LGBT Health Education Centre: A program of the Fenway Institute. (2016) *Glossary of LGBT Terms for Health Care Teams*. Boston, America.
- Telfer, M.M., Tollit, M.A., Pace, C.C., & Pang, K.C. (2017) *The Royal Children’s Hospital: Australian Standards of Care and Treatment Guidelines for Trans and Gender Diverse Children and Adolescents*. Melbourne.

8.0 ADDITIONAL INFORMATION AND RESOURCES

- Anti-Discrimination Commission Queensland <http://www.adcq.qld.gov.au/>
- Australian Human Rights Commission <http://www.hreoc.gov.au/>
- Australian Transgender Support Association of Queensland (ATSAQ) <http://www.atsaq.com/>
- LGBTI Legal Service: <https://lgbtilegalservice.org.au/>
- Open Doors Youth Service <https://www.opendoors.net.au/>
- Queensland Aids Council (QuAC) <http://www.quac.org.au/>