



Hervey Bay State High School

Supporting Gender Diverse Students Policy



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1. Commitment

Hervey Bay State High School 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 Hervey Bay State High School we acknowledge our diversity and respect for 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. 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. Policy

3.1 Student Transitions

At Hervey Bay State High School we acknowledge each student's chosen gender identity. Each student experiences a unique transition process which requires varying levels of collaboration and support. At Hervey Bay State High School 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 Hervey Bay State High School 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. Academic reports can reflect the student's preferred chosen name and gender.

3.4 Curriculum

At Hervey Bay State High School we pride ourselves on incorporating and promoting an inclusive curriculum. When developing curriculum staff should 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

Considerations about appropriate bathroom access will be negotiated with each individual student. At Hervey Bay State High School we work collaboratively to promote safety and comfort for all students. Some options that have been previously negotiated with students include the use of unisex bathroom facilities around the school.



3.6 School Uniform

Our school uniform available for all students is gender neutral and contains options including shorts for male and female students. At Hervey Bay State High School senior students are permitted to wear a 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 Hervey Bay State High School code of school behaviour.

3.7 Extra-Curricular activities (Dance, Physical Education and Sport)

All students have the right to participate in all subjects. When an event or activity is separated by gender, the school will negotiate where possible for students to participate in their chosen genders 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. Individual cases can be discussed with the school.

