LGBTI Students and Schools
Sample School Policy

LGBTI are initials that refer collectively to people who identify as lesbian, gay, bisexual, transgender, and/or intersex. This resource has been developed for schools to address homophobic and transphobic bullying which generally looks like other sorts of bullying, and can include verbal, physical, and cyberbullying.

(Insert school name) will follow procedures as outlined in this policy to respond to and address homophobia and transphobia: It is (insert school name) policy that students’ rights and confidentiality around issues of sexual orientation and gender identity are respected. We encourage students to disclose homophobic and/or transphobic bullying to a staff member, and will ensure that all bullying will be take seriously. No assumptions will be made about the students’ sexual or gender identity, nor should the student feel the need to disclose their sexual preference.

Responding to homophobic and transphobic language and behaviour

The use of homophobic and transphobic language to suggest that someone or something is inferior is unacceptable eg comments such as “that’s so gay”, “she must be a dyke”. It is [insert school name] policy that:

- All students and staff are made aware that homophobic and transphobic language and behaviour will not be tolerated at the school.
- When an incident occurs student or staff member will be informed that homophobic and transphobic language and behaviour is offensive and will not be tolerated.
- Staff will explain the impact homophobia and transphobia may cause.
- Persistent use of homophobic and transphobic language or behaviour will result in the implementation of the school’s discipline policy.
- Serious incidents may require other agency involvement including the police.

Prevention to support all students:

(Insert school name) will take steps to prevent homophobia and transphobia by:

- Teaching students so that they understand what constitutes homophobic and transphobic language and behaviour and why it is unacceptable.
- Assessing and monitoring the extent of homophobia and transphobic bullying within the school.
- Using inclusive language throughout the school including the curriculum.
- Providing professional learning and support to staff.
- Working with bodies including student representatives and external organisations.

This information has been developed to include in your school policy. Permission is given to copy all content in this document (Ref School Link SWSLHD)

Thank you to Terence Humphries @Twenty 10 for support in writing this document.
Supportive and inclusive schools can make significant and positive differences for same sex attracted, intersex and gender diverse young people. Listed below are a number of strategies for making your school and classrooms safe and inclusive for all students:

**Challenge** all homophobic or transphobic language and behaviours

**Be aware of the power of language** - Use preferred name and pronouns of student (eg she, he, they). It is important to ask the student what language they prefer in terms of how they identify and how they wish to be addressed by others.

**Give positive examples** of sexual diversity, gender diversity and physical diversity eg a maths problem that poses David and his boyfriend Tuan ordering three pizzas that need to be divided by eleven friends, including LGBTI writers in English class, etc

**Take the pressure off gender** - challenging all gender stereotypes in your classroom will benefit students, and will actively contribute to a reduction of homophobia and transphobia

**Support student-led clubs and awareness raising** at school that celebrates diversity including initiatives such as Wear It Purple Day

(Ref Mel Gaylard, Safe Schools Coalition 2016)