



Newell Christian School Gender Identity-Related Requests Policy

Approval Date: September 18, 2025

Applies To: Staff, Students, Members of the NCS Community

1. Purpose

To align with Alberta Education Act amendments (2024) while reflecting our school's belief that gender is defined by biological sex. This procedure ensures parental rights are upheld in matters concerning student identity-related name and pronoun use and that staff act in accordance with provincial legislation.

2. Guiding Principles

- The school affirms that gender is biologically determined and does not recognize gender as fluid.
- The role of parents as primary caregivers and decision-makers for their children is respected and upheld.
- The school will comply with provincial legislation regarding notification, consent, and student records while maintaining its beliefs and values.

3. Definitions

- **Gender Identity-Related Name or Pronouns:** A name or pronouns a student requests for reasons related to their gender identity that differ from their legal or commonly used name and pronouns.
- **Biological Sex:** The classification of individuals as male or female at birth based on anatomy and chromosomes.
- **Parental Notification:** Informing a parent or legal guardian of a student's request related to gender identity.
- **Parental Consent:** Written authorization from a parent allowing specific actions concerning their student.
- **Independent Student:** As defined in the Education Act, a student who is 16 years or older and determined to be living independently or under an agreement per the *Child, Youth and Family Enhancement Act*.

4. PROCEDURE

4.1 General Position

- This school does not adopt or support policies or procedures that promote or facilitate requests to change and use gender identity-related preferred names or pronouns that do not correspond to a student's biological sex.
- Official records, documents, and communication will reflect a student's legal name and sex unless legally changed.

4.2 Requests for Gender Identity-Related Name or Pronouns

- Staff shall not initiate or encourage conversations that affirm or promote a gender identity inconsistent with the student's biological sex.
- If a student under 18 requests a change to their gender identity-related preferred name or pronouns:
 - Staff must notify the parent of the request in a timely manner.
 - Staff will continue to use the legal or preferred name as indicated on the enrolment documents.
- This procedure does not impact a student's ability to request a "nickname" or AKA that is not related to gender identity. This information is communicated on the Enrolment form and entered in the school's SIS.

4.3 Parental Authority and Support

- Legislation requires that parents are notified of a request by their student, younger than 18, to change to a different gender-identity related name or pronouns.
- The school retains the right not to change and use gender identity-related preferred names or pronouns that do not correspond to a student's biological sex
- In cases of disagreement between parents, the school will defer to the parent providing consent and will not mediate familial disputes.

4.4 Documentation

- The student's legal name and biological sex will remain the official identifiers in all school and Alberta Education records (e.g., PASI).
- A preferred name not related to a requested change in gender identity (i.e. nickname or AKA) may be noted in PASI if parental consent is provided and aligns with school policy, but this will not change the legal name or sex on any official records (e.g., transcripts or diplomas).

4.5 Staff Responsibilities

- All staff must adhere to this procedure. Staff must not use gender identity-related names or pronouns inconsistent with the student's biological sex.

5. Psychological or Emotional Risk

- If there is reasonable cause to believe that parental notification will cause psychological or emotional harm:
 - The principal or chaplain shall discuss the request with the student. Notification will be withheld if there is reasonable cause for concern.
 - Parent consent is required before a student may receive counselling. Counsellors should be chosen and approved by parents. Students will be encouraged to discuss seeking support from a counsellor with their parents.
 - The school does not adopt or affirm gender identity-related transitions but may provide emotional support that aligns with parental rights and student well-being.

8. Review and Communication

- This procedure will be reviewed annually or as required by changes in legislation.