

POLICY STATEMENT

Concordia College believes that:

1. Each person is a unique creation of God and a person loved by God.
2. Students have God's all-inclusive and life-giving love demonstrated to them through the full inclusion of all students.
3. All students, regardless of intersex status, sexual orientation, gender identity or gender expression, should be respected and valued and receive a quality education in a safe, supportive and inclusive environment, free from discrimination, bullying and harassment.

RATIONALE

To acknowledge and enable this Concordia College commits to:

1. Making the good news of Jesus Christ available to all students, without discrimination.
2. Providing the opportunity for all students to participate in and contribute to the ministry of Concordia College
3. Developing and promoting inclusive practices to ensure that students who may experience marginalisation feel safe and supported.
4. Including gender diversity, intersex and sexual diversity in sex and relationships in student and staff education.
5. Addressing as a part of the Concordia College anti-bullying and harassment policy, discrimination on the basis of sexual orientation, intersex status, gender expression or gender identity, including the use of homophobic, interphobic, biphobic and transphobic language and behaviour.
6. Seeking to engage in on-going discussions with any student who may identify as gender diverse, intersex or sexually diverse to seek to understand their situation, to enable the student opportunity to express any requests and to provide support to the student as far as practical.
7. Recognising the need to be sensitive, respectful and cautious about disclosing that a student may identify as gender diverse, intersex or sexually diverse.
8. Providing access to developmentally appropriate books and other resources that reflect the diversity of sexuality and gender of all students, taking into account our Christian context.

POLICY PRINCIPLES

To build understanding within staff to create safe and inclusive environments for all students, Concordia College will provide information to staff on:

1. This policy and its relevance to God's ongoing creation and care of all people.
2. Recognising that everyone is to be valued and respected as being created in the image of God.
3. Modelling God's love and care for all people by demonstrating inclusivity and challenging gender stereotypes, expectations, values and attitudes.
4. Recognising the state authorities as God's way of bringing order to our world and therefore our obligation to fulfilling legal obligations not to discriminate based on sexual orientation, intersex status, gender identity or gender expression.

5. Supporting gender diverse, intersex and sexually diverse students, including key resources and services.

ROLES AND RESPONSIBILITIES

Role	Authority/responsibility for
LESNW Board	Review position on a regular basis and if the LCANZ adopts a position
LESNW Executive Director	<ul style="list-style-type: none"> • Provide all Principals and Directors with the LESNW documents • Provide support to LLCs to implement the policy and guidelines, including professional development for staff
Principals and Directors	In participating LLCs, Principals and Directors are responsible for the implementation of the policy and guidelines
Staff	<p>All staff in participating LLCs are responsible for acknowledging God's love and ongoing care of all people by:</p> <ul style="list-style-type: none"> • complying with the policy and guidelines. • modelling appropriate and professional conduct at all times. • responding to and addressing forms of discriminatory language and behaviour inconsistent with this policy and guidelines. This may be homophobic, interphobic, transphobic or biphobic in nature. • ensuring positive representation of gender diversity, intersex and sexual diversity across all areas of the curriculum • promoting the use of inclusive and non-gendered language within the LLC.

APPROVED AUTHORITY	Concordia College Board
RESPONSIBLE OFFICER	Head of College
IMPLEMENTATION DATE:	24/8/2022
NEXT REVIEW DATE:	* 24/8/2025

*Unless otherwise indicated, this policy will still apply beyond the review date. This policy will also be updated as required due to any changes in legislation etc.

IMPLEMENTATION

This policy is implemented by

- Staff training and awareness
- Communication to College Community and prospective parents

APPENDIX

DEFINITIONS

Language in gender diverse, intersex and sexually diverse communities is constantly changing. The use of inclusive and acceptable terminology empowers individuals and enables visibility of important issues.

All terms mean something unique and specific to the person using them. There are also a large number of culturally distinct terms that are used and should be respected, for example, in some Aboriginal communities the terms Sistergirls and Brotherboys are used. Generally speaking, it is useful to ask which terms a student may prefer and respect their choices.

Term	Meaning
Bisexual	A person who is emotionally and romantically attracted to people of more than one gender. This is not necessarily in the same way or at the same time.
Discrimination	Discrimination as defined in relevant legislation
Gender	Generally understood as a social and cultural construction. A person's gender identity or gender expression is not always exclusively male or female and may or may not correspond to their sex.
Gender diverse	A broad term that can refer to all forms of gender identity and gender expression and includes people who may identify as for example trans, transgender, gender queer or gender questioning. It refers to people whose gender expression or identity differs from the gender identity associated with the sex assigned them at birth or society's expectations. The person may identify as neither male nor female, or as both.
Gender Dysphoria	A term used to refer to distress or discomfort that may occur when a person's biological sex and gender identity do not align.
Gender expression	A person's gender expression is the outward signs they present to the world around them. This could include their choice of name and preferred pronoun (which may include using no pronoun), their style of dress and appearance and/or their mannerisms.
Gender identity	Refers to a person's strongly held internal sense of self, of being masculine or feminine, or both or neither. Gender identity does not necessarily relate to the sex a person is assigned at birth.
Informed consent	Permission an individual gives to information sharing, either implied or explicit, after they have demonstrated that they understand the purpose of the request and the likely outcomes of consenting.

Intersex	<p>An umbrella term for people born with sex characteristics that do not fit medical norms for female or male bodies.</p> <p>Intersex variations are natural manifestations of human bodily diversity and include a wide range of hormonal, genetic and gonadal differences that may be diagnosed prenatally, at birth, at puberty, when trying to conceive, or through random discovery.</p> <p>Being intersex is not about gender identity and most intersex people identify as women or men. Some intersex people do not identify as the sex assigned to them at birth, and therefore may go through a process of affirming their true gender identity in a way that is similar to a transgender person.</p>
LGBTQIA+	<p>An acronym that is used to describe lesbian, gay, bisexual, transgender, questioning/queer, intersex and asexual (plus other) people collectively.</p>
<p>~phobia (as in, transphobia, interphobia, homophobia and biphobia)</p>	<p>The fear, intolerance, and/or discrimination of people who identify as:</p> <ul style="list-style-type: none"> • Intersex (interphobia) • Same-sex attracted (homophobia) • Transgender, gender diverse or gender nonconforming (transphobia) • Bisexual (biphobia). <p>These attitudes can be linked with hostility, verbal and physical abuse, prejudice or discrimination.</p>
Same-sex attracted	<p>People who experience feelings of sexual and emotional attraction to others of the same sex. This term includes people who may identify as lesbian, gay, bisexual or something else, or who are questioning their sexuality.</p>
Sexual diversity	<p>A diverse range of sexualities, identities, and romantic or sexual attractions. This term includes those who may identify as same-sex attracted, lesbian, gay and bisexual.</p>
Sexual orientation	<p>Refers to a person's emotional and/or sexual attraction to another person, which can include the following identities: heterosexual, gay, lesbian, bisexual or something else.</p>
Sistergirls and Brotherboys	<p>Terms used by some Aboriginal and Torres Strait Islander communities to describe a person assigned male or female at birth and identifying or living partly or fully as another gender. Use and spelling of the terms may vary across different groups and communities, and other cultures will use different terms to describe gender diversity.</p>

Social transitioning	<p>Refers to a number of changes that can be made in a transgender person's social life and situation, including:</p> <ul style="list-style-type: none"> • Use of a different name and pronouns • physical appearance (eg hair, clothing) • Use of amenities in keeping with their gender <p>It does not refer to medical intervention.</p>
Transgender	<p>An umbrella term used to describe a person whose gender identity or gender expression is different from the sex assigned to them at birth.</p>

These definitions have been sourced from:

- [Australian Human Rights Commission](#)
- [Australian Institute of Family Studies](#)