

CHANGEROOMS

Background

Northwest School Division schools are committed to ensuring safe school environments where all students feel included, protected and respected. Students must be respected and free to express themselves within a safe and welcoming school environment. Northwest School Division recognizes and reaffirms its commitment to the anti-discrimination and anti-oppression principles and values contained in the Education Act, the Saskatchewan Human Rights Code, the Canadian Human Rights Act, and the Canadian Charter of Rights and Freedoms.

Legal Context

Students have a legal right to be safe and protected in schools and gender identity is a protected right under the *Saskatchewan Human Rights Code, 2018*. Human rights in Canada and Saskatchewan have been guided by *The United Nations Declaration of Human Rights*, the *Declaration on the Rights of Indigenous Peoples* and the *Convention on the Rights of the Child* and are enforced by the *Canadian Charter of Rights and Freedoms* and the *Criminal Code of Canada*.

Procedures

1. Northwest School Division schools will provide a single stall washroom option, beyond options present, for use by any student, staff member, or guest for any reason.
2. Northwest School Division schools will provide a changeroom option, beyond options present, for use by any student, staff member, or guest for any reason. Safe accommodations may include, but are not limited to:
 - 2.1 A private area that is fully separate from the common changeroom;
 - 2.2 A separate changing schedule in the common changeroom (e.g. utilizing the change room before or after other students);
 - 2.3 Using a nearby private area (e.g. a nearby washroom).
3. School administration, along with the counsellor if necessary, will work with the student and/or parent/guardian to create a changeroom plan.
4. School staff will regularly communicate expectations of student behaviour in washroom and changeroom areas and respond promptly to any reported safety concerns or incidents of inappropriate behavior.

5. When traveling to schools or facilities outside of the Northwest School Division, supervising staff will support students to access an alternate, private changeroom option, if needed.
6. While the procedures outlined above will be adhered to, it is also expected that support and specific accommodations shall be individualized on a case-by-case basis.

Reference: Education Act, 1995
 Saskatchewan Human Rights Code, 2018
 The Canadian Charter of Rights and Freedoms
 Criminal Code of Canada
 United Nations Universal Declaration of Human Rights
 The United Nations Convention on the Rights of the Child
 Declaration on the Rights of Indigenous Peoples
 Deepening the Discussion: Gender and Sexual Diversity, Ministry of Education, 2023

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