

Road Map

This resource is meant to help understand the language of Alberta's *Education Amendment Act*, 2024 (formerly Bill 27). These rights and supports apply to all students in Alberta. Cultural naming practices and community support structures should always be honoured. Particular attention should be given to peoples and communities historically underserved or harmed by educational institutions, such as First Nations, Métis, and Inuit Nations.

18.1

Learning and teaching resources re: gender identity, sexual orientation, or human sexuality

Any learning and teaching resources created by teachers or third-party organizations that deal primarily and explicitly with gender identity, sexual orientation, or human sexuality **must be approved by the Minister**.

Please refer to your school board's policy around seeking approval

Exceptions:

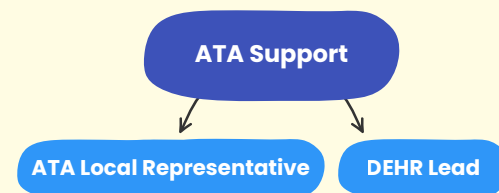
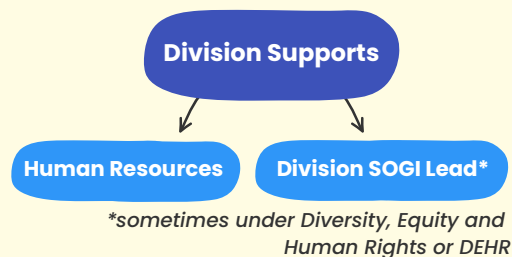
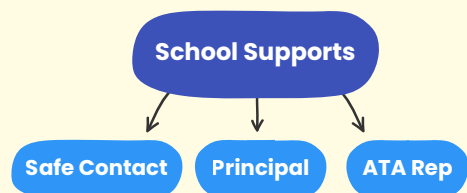
- Learning or teaching resources created by a student or accessed by a student independently, **including** through a school library

Examples of exceptions to the rule:

- If a student brings in a book from home, the school or a public library and wants to read it for show and tell
- A student brings in a poster they made for a local pride event and wants to put it up in their classroom
- A student chooses to do a research project on a noted queer activist
- A student chooses to do a book report on a book that explicitly talks about gender identity and sexual orientation

Things to keep in mind:

- There could be community pushback for staff and students. It is important to have administrative and/or divisional support.



33.2

Responsibilities re: parental notification and consent for preferred name and pronouns

If a student requests that a chosen name and/or pronouns be used for them...

Check to see if they made this change prior to the 2025/26 school year. If they did, there is no need to do anything further.

If this is new for the 2025/26 school year...

Ask the student the reason for this change, with compassion and empathy. If their reason is not "related to gender identity" no need to do anything further.

If it is related to gender identity...

A) If the student is under 16 years old, and their name and/or pronoun change is related to gender identity, parental notification is required to obtain consent prior to any school staff using their chosen name and/or pronouns when referring to the student in school.

- For students under 16: if consent is obtained, the student's new name and/or pronouns can be used! If consent is not obtained, it cannot be used.

B) If the student is 16 or 17 years old, consent does not need to be obtained but parents still need to be **notified**.

For both A and B:

- Before parent notification, staff must determine, in collaboration with the student, the likelihood of any harm coming from their parents due to this information being shared. If a student discloses this, principals must seek advice from qualified, reputable professionals, and defer parent notification until it is determined to be safe.
- Students may request support before parental notification, even if risk of harm is not suspected.
- These supports and qualified professionals can look like: accessing a school counsellor, school social worker, school psychologist, trusted teacher/adult, or peer reviewed external mental health care providers.

Exceptions:

- Peer to peer interactions. Students can use whatever name(s) and/or pronouns for each other, respectfully, in school without consent or notice to parents. **There are no grounds to notify parents if you hear students using a name or pronouns for each other that is not their "legal" name.**
- Nicknames are fine.
- A student coming out is **not grounds for parental notification**. This is **only** for requesting a change to names and/or pronouns.
- Name requests that are not based on gender identity.

Examples of exceptions to the rule:

- A student asks to go by a name because that's what their friends and family call them.
- A student requests a name that is easier for their teacher and peers to pronounce
- A student chooses to use a name or pronouns in a different language to better align with their cultural identity.
- A student wants to be called their middle or last name.

Alberta's *Education Amendment Act, 2024*: What's Changed

SOGI 123

58.11

Notice and consent re: gender identity, sexual orientation or human sexuality instruction

An **opt-in form** must be sent home for any **planned** lesson(s) or instructional material(s) used that "deal[s] **primarily and explicitly** with gender identity, sexual orientation or human sexuality".

Teachers are **not expected** to share copies of their lesson plans with parents.

School boards are responsible for creating policies around parental notification and consent. Teachers are responsible for following and adhering to these policies.

58.12

These opt in forms must:

- A) Be provided **at least** 30 days before instruction begins.
 - B) Give parents sufficient details to make an informed decision.
- If the form is returned and consent is given, nothing further needs to be done.

If the form is not signed and returned...

The teacher must arrange for alternative instruction **or** supervision outside of the classroom where instruction is taking place. Teachers are **not** required to make alternative lesson plans. Supervision and alternate activities are allowed, such as:

- Homework catch-up time
- Silent reading
- Volunteering in other spaces in the school

Exceptions:

- **Incidental or indirect references** to gender identity, sexual orientation or human sexuality are anticipated and **still allowed**.

*Some things to note:

In light of these changes, it is important to highlight the following sections of the *Education Act*. These can be used as references when talking to students and families, especially around personal conduct, bullying concerns, and SOGI inclusive conversations.

Section 31: A student, as a partner in education, has the responsibility to:

- (c) ensure that the student's conduct safeguards and contributes to a safe and caring environment that fosters and maintains respectful and responsible behaviours
- (d) respect the rights of others in the school
- (e) refrain from, report and not tolerate bullying behaviour directed toward others in the school, whether or not it occurs within the school building, during the school day or by electronic means
- (i) positively contribute to the student's school and community.

Section 32: A parent has the prior right to choose the kind of education that shall be provided to the parent's child, and as a partner in education, has the responsibility to:

- (d) ensures that the parent's conduct safeguards and contributes to a safe and caring environment that fosters and maintains respectful and responsible behaviours
- (e) co-operate and collaborate with school staff to support the delivery of supports and services to the child,
- (f) encourage, foster and advance collaborative, positive and respectful relationships with teachers, principals, other school staff and professionals providing supports and services in the school, and
- (g) engage in the child's school community.