



## OPENNESS AND SUPPORT MEASURES FOR TRANS YOUTHS AND NON-BINARY YOUTHS

### Situation:

In June 2016, Bill 103, *An Act To Strengthen the Fight Against Transphobia and Improve the Situation of Transgender Minors in Particular*, was amended.

### What Does This Mean?

In consequence, this bill has modified the **Quebec Charter of Human Rights and Freedoms** to include gender identity and gender expression (article 10) explicitly protecting trans individuals.

Article 10: *Every person has a right to full and equal recognition and exercise of his human rights and freedoms, without distinction, exclusion or preference based on race, colour, sex, **gender identity or expression**, pregnancy, sexual orientation, civil status, age except as provided by law, religion, political convictions, language, ethnic or national origin, social condition, a handicap or the use of any means to palliate a handicap.*

*Discrimination exists where such a distinction, exclusion or preference has the effect of nullifying or impairing such right.*

## **Implications for Schools/Centres:**

1. Trans Youths are not to be put in a situation where they are isolated, marginalized, or penalized financially because they are trans or non-binary
2. Youths over 14 years of age must be addressed by their first name of their choosing
3. Youths over 14 years of age are to be referred to as the gender identity of their choosing
4. Training and workshops should be given in schools and centres to all personnel on staff

**Refusal to cooperate with these modifications in the law can be viewed as harassment.**

## **What Do We Do Now?**

**Responsibility to ensure that this is being handled in a respectful manner in schools should not fall on the shoulders of teachers. It is the role and responsibility of the administration to ensure that all staff are aware and respect these changes to the charter.**

With this knowledge, we hope that we can avoid people being hurt because they were not informed of these changes. We ask that you share with your local union any concerns that you may have about how this issue is being handled at your school or centre, as well as any positive and concrete measures that have already been put into place.