

Purpose of this letter template:

Help parents move their concerns forward, resolve a conflict or find out more information about the policies that are allowing teachers a vast amount of leeway in terms of how they teach children about their gender identity.

Instructions for parents:

First, ask questions of your child's teacher and principal to gather information (see questions on [the Canadian Gender Report website](#)) OR use a particular incident that has occurred in your child's class. You can provide the fact sheet from CGR to help you frame your questions and provide some examples to highlight to the teacher and principal to explain why you are concerned.

There are 3 levels of inquiry/concern. In order to follow due process, first raise your concerns about the incident to the teacher and principal prior to submitting this type of letter.

When you've gathered some information from the teacher and principal, submit this letter through the official complaint process for your school board so that they will be required to document their response.

Template letter for school board - complaint process

[Date]

Dear [Superintendent],

[Describe incident and what you learned from the teacher & principal.]

Example:

I recently met with [teacher] and [principal] to inquire about how the topic of gender identity will be addressed in my daughter/son's class. They were not able to address my questions about ...

In particular, I'd like to know more about ... [example of something the teacher or principal might have said]

In light of this, I'd like to know more about your school board's policies with respect to the instruction of students in their personal gender identity. The following questions arise out of this issue (or these concerns) that as a parent I need your response to:

[pick and choose from below those that are most relevant to you]

- 1) Does the school board have any policies on teaching the concept of gender identity or otherwise requiring the student body to adopt the concept of gender identity? For

- example, are students ever required through lessons on gender to identify themselves to their peers in terms of their gender identity by writing their name on a gender spectrum?
- 2) Do you have any policies that would restrict teachers or other staff from requiring that students announce their preferred pronouns to the class or anyone else?
 - 3) Are there any restrictions on your staff from teaching children that gender identity is a universal truth and that all children have a gender identity that may be different from their natal sex?
 - 4) Does your school board provide any guidance for staff to ensure that they do not undermine a child's sense of reality when discussing concepts such as gender identity? For example, does your school board have any guidance for staff that they may not explain gender in terms of girls and boys are not real or that there's no such thing as girls and boys?
 - 5) Do your school board policies provide guidance to teaching staff on the instruction of the concepts of gender fluidity (the idea that gender is a social construct and gender can be experienced as very fluid in society) and the concept of gender identity (one's personal identification with one gender or another or no gender at all) as two distinct learning objectives? This differentiation is important because medical transition is dependent upon a discord between one's physical characteristics and one's gender identity.
 - 6) Do you have any policies that restrict your staff from introducing 3rd party resources that provide information about medical transitioning for children? An example is this [Learn About Gender!](#) series of videos from Queer Kids that has been used in Ontario schools.
 - 7) What policies are in place that provide your staff with direction about how to address questions from children about blocking puberty development with medical means or how to address the topic of sex changes?
 - 8) Do you have any policies that restrict your staff from conducting teaching moments under the purview of inclusive education that cover the ability to stop puberty development by going to see a Doctor or providing information about the medical means to do this?
 - 9) Has your school board ever invited 3rd party organizations such as [The Canadian Centre for Gender and Sexual Diversity](#) to conduct workshops with students that include a discussion of gender fluidity, gender expression or gender identity?
 - 10) What vetting process did your school board use to ascertain whether the information provided would be appropriate for students?
 - 11) Does your school board have any policies that require teachers or staff to notify parents prior to a workshop or presentation taking place that will discuss the idea of being transgender?
 - 12) Social contagion has been reported by parents after children have participated in workshops that provide information about gender identity. For example, 7 of 32 grade 7 students suddenly identified as trans after a workshop presentation. Does your school board have any policies that require teachers or staff to report instances such as this to Public Health Authorities?
 - 13) Does your school board have any policies to ensure that parents are informed of a sudden change in a child's personal identity?

Please consider this request under your [XYZ formal complaint] policy.

Sincerely,

[Your Name]

Cc: [Local Trustee Name]