



# Oakleigh Grammar

<b>Policy Document Name</b>	<b>Gender Identity Guiding Principles</b>
<b>Date Ratified by The Board of Management</b>	November 2023
<b>Date for Review</b>	November 2026

## 1. Guiding Principles

Oakleigh Grammar has a responsibility to ensure all students are safe in an environment that provides a duty of care.

Oakleigh Grammar has legal, ethical and professional responsibilities to ensure every student has the opportunity to learn, work and participate in an environment that is free from discrimination, harassment, bullying, vilification and victimisation.

No member of the Oakleigh Grammar school community should be treated less favourably because of personal characteristics such as sex, gender identity, race or disability.

Oakleigh Grammar implements strategies, policies and procedures that are guided by the principles of acceptance, dignity and respect for diversity.

Oakleigh Grammar recognises that respect for differences includes an acknowledgement of the rights of students whose gender identity does not align with their designated sex at birth.

## 2. Caveat

Oakleigh Grammar may refuse or cancel enrolment of a student based on Gender Identity if it is deemed that the student in his or her actions does not conform with the Greek Orthodox Faith.

## 3. Gender Identity – Definition

*Gender identity* is broadly defined as a person's innermost concept of self as male, female, a blend of both or neither.

Terms used to describe a person's gender identity include *trans*, *transgender* and *gender diverse*.

The *Australian Sex Discrimination Act 1984* defines gender identity as  
'the gender-related identity, appearance or mannerisms or other gender-related characteristics of a person (whether by way of medical intervention or not), with or without regard to the person's designated sex at birth'.

The *Victorian Equal Opportunity Act 2010* defines gender identity as:  
'the identification on a bona fide basis by a person of one sex as a member of the other sex (whether or not the person is recognised as such) by assuming characteristics of the other sex, whether by means of medical intervention, style of dressing or otherwise; or by living, or seeking to live, as a member of the other sex.'

*Gender dysphoria* is a term for the distress people can experience as a result of the tension between their designated sex at birth and the gender with which they identify.

*Transitioning* refers to the process in which a transgender person commences living as a member of another sex. This can occur through medical intervention, style of dressing, or other behaviour that indicates an intention to commence living permanently as a member of another sex.