



To all Principals and Staff:

NON-SEXIST ENVIRONMENT

The following statement is issued in accordance with the LOCAL COLLECTIVE AGREEMENT between The Board of School Trustees of School District No. 35 (Langley) British Columbia Public School Employers' Association and Langley Teachers' Association/British Columbia Teachers' Federation – Article E.1: NON-SEXIST ENVIRONMENT:

The Langley School Board and the Langley Teachers' Association hereby jointly state our commitment to a non-sexist environment.

A non-sexist environment is defined as that in which there is no discrimination against any employee by portraying them in gender stereotyped roles or by omitting their contributions.

The Board does not condone and will not tolerate any written or verbal expression of sexism.

Prior to October 31st of each school year, principals or vice-principals will add to the agenda of a regularly scheduled staff meeting a review of anti-sexist education programs, activities and learning resources.

The Board and the Union shall promote a non-sexist environment through the development, integration, and implementation of non-sexist educational programs, activities, and learning resources for both staff and students. Please use this link to access resources on StaffNet:

<https://staffnet.sd35.bc.ca/human-resources/non-sexist-environment/resources/>

Any written allegations of sexism within the school district shall be investigated by the superintendent or designate for a written report to the complainant which contains an outline of the investigative steps taken, the conclusion(s) drawn as a result of the investigation, and any actions taken.

A handwritten signature in black ink, appearing to read "Mal Gill".

Mal Gill
Superintendent of Schools

Sept 8, 2026

Date

A handwritten signature in black ink, appearing to read "Woody Bradford".

Woody Bradford
Deputy Superintendent

Sept 8, 2026

Date

A handwritten signature in black ink, appearing to read "Nancy Petersen".

Nancy Petersen, President
Langley Teachers' Association

Sept. 8, 2026

Date