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# CTYI LGBTQ+ Policy

CTYI is dedicated to providing an inclusive environment for its student body, one which promotes equality, champions diversity and allows each individual to develop their full potential. This policy is a formal commitment to acknowledge and support the needs of our LGBTQ+ students, with particular attention to gender identity and expression, so that all members of the CTYI community can experience a positive and tolerant atmosphere, where everyone is treated with dignity and respect.

CTYI is deeply grateful to Bella FitzPatrick, Managing Director of ShoutOut for her time, advice and support in developing this policy. If you would like to learn more about ShoutOut or what you can do to combat homophobic and transphobic bullying in secondary schools around Ireland please visit http://www.shoutout.ie.

***CTYI Anti-Bullying Policy***

Every student attending CTYI should be aware that all forms of harassment or bullying are unacceptable and that everyone has a duty to behave in an acceptable and appropriate manner. The Department of Education defines bullying as ‘repeated aggression, verbal, psychological or physical, conducted by an individual or a group against others’. Harassment is when a person is subjected to any unwelcome act, request or conduct, including words, gestures or materials which could be reasonably regarded as offensive, humiliating or intimidating to the person.

CTYI’s Anti-Bullying Policy provides a set of guidelines for any CTYI student who experiences incidents of harassment or bullying and states the resolution process. This policy requires that students adhere to appropriate standards of behaviour while attending CTYI and do not engage in acts of bullying or harassment.

CTYI has a zero tolerance policy in regards to homophobic and transphobic bullying and harassment, in written, verbal or online form.

CTYI considers the following behaviours unacceptable:

* Abusive, insulting or offensive language by one or more persons to another or others, this includes homophobic and transphobic slurs or language.
* Derogatory comments about a person’s appearance, gender identity, gender expression and sexuality.
	+ It is unacceptable for any student to intentionally use a name or pronoun to identify a person as a means of intending to hurt them, ie referring to a transgender person in their gender assigned at birth as a means of humiliating them.
	+ Repeatedly referring to students by incorrect or former pronouns/ names after being informed and corrected will be deemed bullying.
* Repetitive teasing or regularly making someone the brunt of pranks or practical jokes.
* Interfering with a person’s personal effects.
* Physical assaults or threats.
* Inappropriate or unwanted written or online communication including letters, emails, texts and contact through social media apps like Snapchat and Facebook.

***Process for Dealing with Incidents of Harassment or Bullying***

At the Centre for Talented Youth, Ireland we operate a restorative approach to inappropriate behaviour to encourage students to accept responsibility for their actions. All staff are expected to deal with incidents consistently, fairly and in a polite manner. All staff are expected to be collectively responsible for ensuring that our students follow this simple code and behave appropriately both in the classroom and outside it.

Any student who feels they have been victim to harassment or bullying can tell their Residential Assistant (RA) or Teaching Assistant (TA) who will bring the issue to an appropriate senior member of staff. Students may also feel free to approach the Residential Coordinator or either Academic Coordinator directly if they would like. Members of staff will always listen to both parties before establishing whether harassment or bullying has taken place. Those found to be in breach of CTYI’s Anti Bullying policy may miss out on activities and/ or the Saturday disco, as well as having a phone call home and Incident Report filed. Continued harassment, bullying or a serious isolated incident may result in expulsion from the course with no refund offered.

CTYI has a dedicated Equality Officer, Orla Dunne, who can be spoken to in confidence at any time in regards to the above as well.

***CTYI Gender Identity and Gender Expression Policy***

* CTYI recognises the right of any student to self-identify their gender. Students should feel free to approach the Residential Coordinator and CTYI Equality Officer, Orla Dunne, if they would like to speak about this.
* CTYI will change a student’s name when requested; this name will be the one that appears on all certificates and future documentation/ mail outs.
* CTYI will change a student’s gender on file when requested.
* CTYI is dedicated to continue to provide academic and residential staff with training to facilitate their support of CTYI’s LGBTQ+ students.
* CTYI will ensure the relevant academic and residential staff are informed of a student’s correct pronouns.
* Students will be put in RA groups according to gender, or in the case of intersex, non-binary and/or genderfluid students, in the RA group they feel most comfortable in.
* As the students in our care are minors, CTYI will work in conjunction with parents/guardians during the application process, as appropriate.
* **Residential Students:**
	+ **Please note that any rooming decisions need to be made early on during the application process as it is not possible to move students during the programme.**
	+ **CTYI is now regularly oversubscribed for residential places, if a student applies under their gender assigned at birth it may not be possible to move them to a different room or corridor prior to the programme beginning.**
	+ Transgender students staying residentially will be placed on a corridor of their self-identified gender, or the one disclosed to CTYI.\*
	+ Where possible CTYI will room trans students of the same gender together. If this is not possible the student will have their own room on a corridor with the rest of their RA group, where possible.\*
	+ CTYI will inform the parents/ guardians of students who have indicated they are trans on the application form of the residential policy in advance and will allow the parent or guardian to make the final decision in terms of corridor and room allocation.
	+ If a parent does not give permission for the student to stay on a corridor of their gender identity, CTYI will place that student on a corridor according to their gender assigned at birth, but will allow the student to remain in an RA group and with an RA of their gender identity, as well as acknowledge the student’s self-identification in terms of name and pronouns.

CTYI is committed to annual review of our LGBTQ+ Policy and will adjust in future years if deemed necessary.

If you have any questions or concerns regarding the policy please feel free to contact Orla Dunne (Residential Coordinator and CTYI Equality Officer) on 017007051 or orla.dunne@dcu.ie. If you are a parent who would like to learn more, or a student who needs support, we highly recommend the organisation BeLonGTo, <http://www.belongto.org/> or ShoutOut, http://www.shoutout.ie/.

\*This is contingent on parental permission for the student to stay on a corridor of their gender identity.

