

To the Honorable Minister Paul Calandra,

I am a concerned resident of Ontario, and I wish to bring to your attention a serious **breach of trust** and documented **unlawful conduct** by the Greater Essex County District School Board (GECDSB). These concerns relate to the Board's disregard for public input during a formal consultation, inaccurate reporting by GECDSB Administration to the Board of Trustees, the Trustees' abdication of their governance responsibilities, and the Board's **stated intent to disregard both the Education Act and MFIPPA**.

The matter specifically concerns **GECDSB Regulation R-AD-65: "Gender Identity and Expression – Student Records."** This regulation, created in June 2021, has generated significant parental concern and public protest due to its practice of withholding information from parents. Under this framework, the Board implemented a "privacy" approach that prevented parents from being informed when their child was using a different name, pronouns, or gender identity at school.

In February 2025, GECDSB Administration proposed revisions to Regulation R-AD-65 that would have additionally permitted male students to access female washrooms, change rooms, overnight accommodations, and sports. These proposed changes raised substantial concerns regarding privacy and physical safety.

A public consultation was conducted, yielding more than 400 responses. **65% opposed the proposed changes.** The majority objected to keeping information secret from parents, and many expressed strong concern that staff would be placing students—particularly female students—at moral and physical risk.

The full consultation results were obtained through a Freedom of Information request and are publicly available at: www.shineessex.ca/gender-identity.

Despite these findings, GECDSB Administration reported to the Policy & Bylaw Committee that there was "significant support" and only "some opposition." In reality, 65% opposition is substantial. Based on this inaccurate reporting, the Committee approved the revised regulation and forwarded it to the Board of Trustees in April 2025.

The Board of Trustees subsequently engaged in extensive debate regarding the necessity and intent of the regulation. Ultimately, the Board did not approve it and returned it to the Committee for further review.

No revisions were made. Instead, during the summer of 2025, the Board Chair and Director of Education created a new document category called an "Operational Procedure." As the name indicates, this is an administrative—not governance—document.

Between February and April 2026, the Policy & Bylaw Committee and the Board rescinded Regulation R-AD-65 and reclassified it as an Operational Procedure.

On June 30, 2026, GECDSB Administration published the new Operational Procedure titled "Gender Identity and Gender Expression in Schools." This document permits male students to access female washrooms, change rooms, overnight accommodations, and sports—**despite the public's clear rejection of these measures and the Board's earlier refusal to approve them.**

More concerning, **the Procedure includes language that attempts to circumvent the Education Act and MFIPPA**, both of which guarantee a parent or guardian's right to access the Ontario Student Record (OSR). Paragraph 4 of the Procedure acknowledges these rights yet simultaneously instructs schools to proceed with gender-related accommodations **without documenting them in the OSR** when parents are not involved.

It reads:

"In accordance with the *Education Act*, every student has the right to have access to their Ontario School Record. The parents/guardians/caregivers also have the right to have access to the student's Ontario School Record until the student turns eighteen. Specifically, it is important to note that the parents/guardians have access to personal information about their child in both the Ontario School Record Guidelines and the Municipal Freedom of Information and Protection of Privacy Act (MFIPPA). For this reason, although the school will make every effort to keep information confidential, **where parents/guardians/caregivers are not involved in accommodation planning, the school cannot guarantee confidentiality related to the student's personal information. In such cases, the student may request that the accommodation(s) is honoured without a written request or plan.**"

Proceeding with an accommodation while intentionally omitting documentation from the OSR constitutes a violation of provincial statute and MFIPPA. In effect, the GECDSB has removed governance oversight from matters directly affecting student safety and has eliminated parental involvement in critical aspects of their children's lives.

I respectfully request that the Ministry of Education issue an **Order to Comply** with the Education Act and require the immediate retraction of the GECDSB Operational Procedure. I look forward to receiving a response from your office.

Respectfully and urgently,

< add name here >

