



August 28, 2026

Allison Pejovic
Senior Lawyer and Litigation Manager
Direct: 

Ashley Sexton

asexton@charteradvocates.ca

VIA EMAIL: 

South East Cornerstone Public School Division


Dear Mr. Keating:

Re: Safety and privacy in Lampman School washrooms and subsection 12(2) of the
Saskatchewan Human Rights Code, 2018

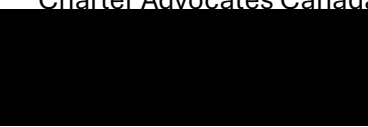
We write further to our letter dated June 22, 2026 (attached), to which we have not yet received a response.

It has been more than two months since we last wrote to you asking important follow-up questions in respect of your policy on student washrooms. With the 2026–2027 school year now imminent, these questions have become increasingly urgent.

We look forward to your immediate response to the questions outlined in our June 22, 2026 letter.

Please note, I am no longer with Pejovic Law. Please correspond with me at my Charter Advocates Canada contact information as referenced within this letter.

Yours sincerely,

Charter Advocates Canada


Allison Kindle Pejovic, LL.M., LL.B., B.A.
Senior Counsel

Encl.

cc: Lampman School, c/o Cori Howe, Principal






Allison Kindle Pejovic | B.A., L.L.B., L.L.M
PEJOVIC LAW



June 22, 2026

VIA EMAIL:



South East Cornerstone Public School Division
c/o Keith Keating, Director of Education/CEO



Dear Mr. Keating:

Re: Safety and privacy in Lampman School washrooms and subsection 12(2) of the *Saskatchewan Human Rights Code, 2018*

We write in response to your letter dated June 15, 2026.

Your letter identifies that in response to the concerns we raised in our letter dated May 26, 2026, you have created three additional single-stall gender neutral bathrooms for students who desire extra privacy, bringing the total number of single-stall gender neutral bathrooms in the school to four.

We are still unclear, however, as to your specific policy regarding whether student washrooms are to be segregated on the basis of sex.

We have obtained a June 2025 copy of your "Administrative Procedure 353 - Gender Sexual Diversity", which we have attached to this letter. It is silent on the issue of washrooms, but in its "Change Room Use" section it states that:

Change Room Use

5.1 All students have a right to safe changeroom facilities. **As per human rights legislation students may change in the gendered changeroom for which they identify.**

There will be male, female, and gender-neutral spaces provided at each school for students to change. To accommodate student/parent choice, or for any student that desires increased privacy, alternate arrangements may include:

- Using a private area within the changeroom (for example, a stall with a door; an area separated by a curtain or partition);
- Using a nearby private space;
- Having a separate changing schedule for the changeroom (either utilizing the change room before or after other students);
- Providing two separate change rooms for one gender when necessary.

The wording in clause 5.1, which we have bolded, does not accord with section 12(2) of the *Saskatchewan Human Rights Code*. Saskatchewan human rights legislation **does not require** you to adopt a policy that permits students to change in the gendered changeroom for which they identify. You are not required by any legislation to allow biological male transgender students into female student bathrooms, because doing so violates *public decency*, as contemplated by section 12(2) of the *Code*.

In any event, this June 2025 policy is now out of date, and as noted above, does not reference *washrooms*.

Further, Everett Hindley, the Saskatchewan Minister of Education, recently wrote Ms. Johnson a letter, which we have attached to this letter, wherein he encouraged her to ask you about your policy and what you are doing to ensure students' safety in washrooms and changerooms.

Please answer the following questions to ensure transparency over this situation:

1. What is your policy regarding whether multi-stall washrooms will be segregated based on the biological sex of the students?

Put another way, will biological male transgender students be permitted to use the girls' multi-stall washrooms for the 2026-2027 school year?

2. If the answer to Question 1 is "yes, biological male transgender students are allowed into the girls' multi-stall washrooms", what is your plan to ensure female students' safety in the girls' washroom when girls are using it in the presence of a biological male transgender student?
3. Regarding the three new single-stall gender neutral bathrooms you have created (four in total as per your letter), will male students be allowed to use those single-stall washrooms in addition to female students?

We look forward to your responses as soon as possible.

Yours sincerely,

PEJOVIC LAW



Allison Kindle Pejovic, LL.M., LL.B., B.A.
Senior Counsel

Encl.

cc: Lampman School, c/o Cori Howe, Principal



Gender Sexual Diversity

Background

The Division affirms the legal right of all students, staff and families to receive educational programming and services free from discrimination on the basis of sexual orientation or gender identity. The Division is committed to establishing and maintaining a safe, inclusive, equitable, and welcoming learning and teaching environment for all members of the school community including those students, staff, and families regardless of their sexual orientation, gender, gender identity, or gender expression. The Division expects all members of our community to be welcomed, respected, accepted, and supported in every school. The Division will, work with parents and caregivers to ensure students who identify in one of the categories listed above are supported in a confidential and respectful manner.

Procedures

1. Division Leadership shall:
 - 1.1 Provide opportunities for staff to acquire knowledge, skills and attitudes to appropriately support all students in safe and caring learning and working environments.
 - 1.2 Collect, evaluate, and distribute current supporting resources for administration to support all students and staff.
2. Principals shall:
 - 2.1 Create a school culture which reflects a supportive, respectful learning and working environment in alignment with ***AP 351, A Respectful Learning Environment.***
 - 2.2 Ensure all staff recognize the confidentiality of sexual orientation and gender identity of all students.
 - 2.3 Ensure that complaints of discrimination, harassment, and bullying are dealt with in accordance with ***AP 351, A Respectful Learning Environment.***
 - 2.4 Support the establishment of Queer-Straight Alliances (QSA's) or a positive safe space where an interest by students has been expressed.
3. School Staff shall:
 - 3.1 Reflect the Division's commitment to respectful learning and working environments.

- 3.2 Be respectful of diversity amongst students, parents and staff.
- 3.3 Address all discriminatory attitudes and behaviours in establishing respectful learning and working environments.
- 3.4 Report any repeated discriminatory attitudes and behaviours directed towards students or staff identified in this policy to school administration.

4. Preferred Pronouns and Names

- 4.1 In accordance with section 197.4 of the Education Act, if the pupil is under 16 years of age, parents must provide consent before the pupil's teachers and other employees of the school uses the pupil's new gender-related preferred name or gender identity at school.
- 4.2 If a pupil who is under 16 years of age requests that the pupil's new gender-related preferred name or gender identity be used at school, the pupil's teachers and other employees of the school shall not use the new gender-related preferred name or gender identity unless consent is first obtained from the pupil's parent or guardian.
- 4.3 If it is reasonably expected obtaining parental consent as mentioned in subsection (1) is likely to result in physical, mental or emotional harm to the pupil, the principal shall direct the pupil to the appropriate professionals, who are employed or retained by the school, to support and assist the pupil in developing a plan to address the pupil's request with the pupil's parent or guardian.

5. Change Room Use

- 5.1 All students have a right to safe changeroom facilities. As per human rights legislation students may change in the gendered changeroom for which they identify. There will be male, female and gender-neutral spaces provided at each school for students to change. To accommodate student/parent choice, or for any student that desires increased privacy, alternate arrangements may include:
 - Using a private area within the changeroom (for example, a stall with a door; an area separated by a curtain or partition);
 - Using a nearby private space;
 - Having a separate changing schedule for the changeroom (either utilizing the change room before or after other students);
 - Providing two separate change rooms for one gender when necessary.

Reference: Sections 85, 87, 175, 197 Education Act 2015
Saskatchewan Human Rights Code (2015)
Occupational Health and Safety Act
Canada Criminal Code (1969)
Canadian Charter of Rights and Freedoms (1982/85)
STF Code of Ethics

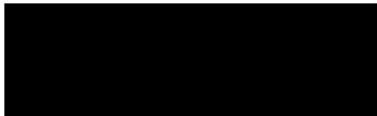


Government
— of —
Saskatchewan

Minister of Education

Legislative Building
Regina, Canada S4S 0B3

JUN 01 2026



Dear Tawney:

Thank you for your email regarding your concerns about student safety while using the public washrooms at Lampman School. As Minister of Education, I have been asked to respond on behalf of the Government of Saskatchewan.

I would like to assure you that the safety, comfort and dignity of all students is a priority for the Ministry of Education. This is why the Government of Saskatchewan has required all Saskatchewan school divisions to identify and make publicly available their policy to provide safe alternatives and accommodations for student use of school changerooms. I would encourage you to reach out to your locally elected school board trustee, division director of education or school Principal to ask them about their policy and what they are doing to administer and ensure students' safety in washrooms and changerooms.

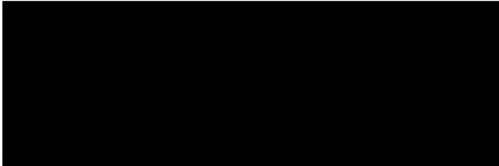
As Minister of Education, I take the safety and wellbeing of all students very seriously. If there are allegations of illegal and inappropriate conduct by any student using the washroom, changeroom, or anywhere on school property, I would strongly encourage you to file a report with local law enforcement to investigate the matter.

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Thank you for taking the time to share these concerns.

Sincerely,



Everett Hindley
Minister of Education

cc: Premier Scott Moe

Honourable Tim McLeod K.C., Minister of Justice and Attorney General

Honourable Alana Ross, Minister Responsible for the Status of Women's Office

Daryl Harrison, MLA, Cannington