

District Policy on Transgender and Gender Nonconforming Students

Purpose

This policy should be interpreted consistently with the goals of reducing the stigmatization of and improving the educational integration of transgender and gender nonconforming students, maintaining the privacy of all students and fostering cultural competence and professional development for school staff.

Definitions

These definitions are not provided for the purpose of labelling students but rather to assist in understanding this policy.

Gender Identity: An innate, largely flexible characteristic of each individual's personality that is generally established at a young age

Transgender: A person whose gender identity is different than that which is traditionally associated with an assigned sex at birth

Gender Nonconforming: People who identify outside traditional gender categories or identify as both genders

Scope

This policy pertains to the usage of electronic technology and electronic communication that occurs in the school as well as to the entire school community, including educators, school and district staff, students, parents and volunteers.

General Policy Statement

School administrators shall make every effort to keep transgender and gender nonconforming students at the original school site. Transferring students to another school is not the default solution to a conflict concerning bullying or harassment of transgender and gender nonconforming students. Information about a student's transgender status, legal name, or gender assigned at birth may constitute confidential medical information. Disclosing this information to other students, their parents, or other third parties may violate privacy laws, such as the federal Family Educational Rights and Privacy Act (FERPA). The fact that a student chooses to disclose his or her transgender status to staff or other students does not authorize school staff to disclose other medical information about the student. When contacting the parent or guardian of a transgender student, school staff should use the student's legal name and pronoun corresponding to the student's gender assigned at birth unless the student, parent, or guardian has specified otherwise. To the extent that the school is not legally required to use a student's legal name and gender on other school records and documents, the school shall use the name and gender preferred by the student. It is strongly recommended that teachers privately ask transgender or

gender nonconforming students at the beginning of the school year how they want to be addressed in class.

Schools may maintain separate restrooms, locker room or changing facilities for male and female students, provided that they allow students to access them based on their gender identity. The school shall respond to student requests to change their preferred locker room at any time during the school year. Regarding student transitions, educators and faculty shall treat certain situations differently depending on the age of the student. If school staff believes that a gender identity or expression issue is presenting itself and creating difficulty for the child at school, approaching parents about the issue is appropriate at the elementary school level. Together, the family and school can then identify appropriate steps to support the student. In regards to students in middle and high school, notification of a student's parents about his or her gender identity is unnecessary. The parents or guardians may already be aware of the situation and notifying parents or guardians who are unaware of their child's situation may carry risks for the student, such as being kicked out of the home. To the extent that funding is available, the school district shall implement ongoing professional development to build the skills of all staff members to prevent, identify, and respond to bullying, harassment, and discrimination.