

Overview

USD 231 seeks to provide all students with a safe and accepting learning environment. This policy addresses best practices for support measures the district may take to meet the needs of transgender students. Additional measures may be taken at the discretion of the superintendent or designee depending on the needs of the individual student, the needs of the school community, and the district's legal obligations.

Definitions

The following terms can be found throughout this document.

Support

Measures the district will take to meet a transgender student's needs for the purposes of complying with Title IX of the Education Amendments of 1972, a federal law that prohibits discrimination based on sex.

Measures

Gender Identity

A student's inner sense of being male or female, regardless of the student's sex at birth.

Transgender Student

A student whose gender identity does not correspond with the sex at birth. Medical treatments, procedures, or legal actions are not required for an individual to be recognized as a transgender student.

Notice of Transgender Student Status

Transgender and gender-nonconforming students shall be recognized as such to the extent desired and in a manner consistent with their gender identity.

The student and/or parents of a transgender student seeking support measures consistent with their gender identity shall contact the school principal to indicate this intent.

Parent notification is necessary for all students under 18 years of age seeking support measures consistent with their gender identity.

Consultation with Parents/Guardians and Students

Parents/Guardians and students are encouraged to notify a district administrator or counselor of a student's transgender status. The principal, counselor, or other relevant staff

members will meet with the student's parents/guardians and, when appropriate, the student to discuss the student's needs and district support measures.

In general, the district will only consider support measures requested or discussed with the student's parents/guardians. However, the district may provide support measures to a student without the consent of the parents/guardians if the student is 18 or older, is not dependent upon his or her parents/guardians, or is determined by the district to have a legal entitlement to support measures.

Privacy

All persons, including students, have a right to privacy. This includes the right to keep one's transgender status or gender-nonconforming presentation private at school.

- Information about a student's transgender status, legal name, or sex at birth also may constitute confidential medical information. School personnel should not disclose information that may reveal a student's transgender status or gender nonconforming presentation to others, including parents and other school personnel unless legally required to do so or unless the student has authorized such disclosure.
- When contacting the parent or guardian of a transgender student, school personnel should use the student's legal name and the pronoun corresponding to the student's sex at birth unless the student, parent, or guardian has specified otherwise.

Records

The student's legal name will be used in the district's official records, including the student's official transcript. If the parent/guardian or student legally changes the student's name or birth certificate and proof of the change has been provided, the district will change the official record. A student's chosen name may be added to the student information system to be used in informal settings with the parent's consent. Parents who wish for staff to only use the name in the Student Information System (SIS) for their child may request to have an icon added to the Student Information System notifying staff to only use the name in the Student Information System for their child.

Addressing the Student

Depending upon the individual circumstance, some transgender students have a name they wish to be called. Upon request, district staff may address a transgender student using the student's requested name if different than the legal name and may refer to the student using the pronouns the student prefers. When a student gives a preferred name to a staff

member, they will then use that name in all circumstances, including in discussions with parents, other staff members, and students. Teachers should indicate on a sub roster all students' requested names, such as; 'Johnathan' goes by 'John', 'Jennifer' goes by 'Zack', and the student's chosen pronouns, such as 'he/him/they/ze'.

Staff who do not wish to use these pronouns should use the student's name instead and should not revert back to their interpretation of the student's pronoun. Staff should not solicit (request or ask) students to share their gender-specific name/pronoun change requests. Not making these requests is done as a means of respect for the privacy of students and their families and allows sharing of information in an environment of the student's choosing. If a student shares or discloses such information, the school will proceed in a way that supports the student and their family.

During student recognition ceremonies, at the request of parent and student, the requested name will be used.

Classes and Academic Activities

The district does not typically segregate courses by gender. In some classes and academic activities, such as physical education and health, students may be divided by gender. After parental consent, transgender students may be allowed to participate in the class or academic activity that conforms with the student's gender identity.

Responding to Request for Support Measures

Teachers and staff working with the student should be reminded to politely and respectfully encourage the student to speak to the counselor should they approach them and want to engage in discussions about being transgender. As appropriate, they should also notify the counselor if the student initiates a conversation concerning their gender identity.

When a student or parent discloses to a staff member they are seeking advice or support as a transgender student or for a social transition during the school day, the staff member should consider the following as appropriate based on the circumstances:

- Notify the school counselor of the conversation and/or request promptly.
- The building principal and the Director of Student Support Services should be notified of the request.

District support will provide guidance based on the circumstances concerning initiating parent contact promptly to discuss the request and invite the parent/guardian in for a conference scheduled with district support to discuss the following, as appropriate:

- Plan for partnering with the student, parent/guardian, and school.
- Identify specific needs and supports regarding restrooms and changing access as needed based on communication with the student's parent/guardian.
- Discuss with the parent/guardian and student their preference regarding information sharing.

A student may remove their request for support measures if they wish to not proceed due to the requirement of parental notification.

Responding to Bullying/Harassment

The district does not tolerate bullying or misbehavior directed at an individual student, disruption to the district's educational environment, or illegal discrimination or harassment. If the behavior could constitute illegal discrimination or harassment of a transgender student, the behavior must be addressed consistent with Policy JDDC – Bullying and/or JGEC – Sexual Harassment.

- All bullying and/or harassment complaints will be handled pursuant to appropriate Board policies. A student's transgender status will not change the district's response to such complaints.
- The student and parent(s) should be encouraged to report any/all bullying and/or harassment concerns to the counselor or administrator.
- In accordance with BOE policy, the student's teachers shall be reminded to immediately report any verbal, nonverbal, or physical bullying/harassment to the administration.

Students in Athletic Activities

When an activity is sex-specific, students will only be allowed to participate in activities corresponding to their sex at birth.

Accessibility

Students will only use the restroom or locker room that conforms with the student's sex at birth or use any unisex facilities available to students. The usage of any restroom, locker room or changing room that does not conform to the student's sex at birth will not be permitted.

The district will also, upon request, designate separate facilities for transgender students to use if unisex facilities are not available to students.

Any student with a need or desire for increased privacy, regardless of the underlying reason, may be provided access to a single-stall restroom, but no student shall be required to use such a restroom. For locker rooms, a reasonable alternative changing area such as the use of a private area (e.g., a nearby restroom stall with a door, an area separated by a curtain, a P.E. instructor's office in the locker room, or a nearby health office restroom).

BOE Approved - XX/XX/XXXX

