



Supporting Transgender & Gender-Nonconforming Youth

Coordinated Support for Students

District 64 is committed to protecting the civil rights of transgender and gender nonconforming students through an inclusive, nurturing, and affirming learning environment.

The principal, in collaboration with the social worker or counselor, is the designated staff member in each of the District's school buildings to coordinate support for transgender students, gender nonconforming students, and students who are questioning their gender.

Any student, regardless of how they identify, may seek the support of District staff regarding gender identity. When a student and/or a student's parent(s)/guardian(s) contacts District staff about support at school, the staff shall notify the building principal. The building principal, in collaboration with the school social worker or counselor, will ascertain the student's requests. A Gender Support Team may be formed to complete a [Student Support Plan \(Gender\)](#) with student and parent/guardian input. If parents would not like to complete a Student Support Plan, documentation of pronouns/name changes/etc. should be logged in PowerSchool as "log entries" or through email communication.

Support provided for each student will be coordinated on a case-by-case basis, with consideration for the unique context of each student's experience (e.g, consideration around student self-harm assessment or other risk factors).

Confidentiality

All students have a right to privacy. To ensure the safety and well-being of transgender and gender nonconforming students, District staff shall not disclose a student's transgender identity to other students or other students' parents/guardians.

Pronoun/Name Requests

At the beginning of each school year or new class session, teachers may ask all students how they want to be addressed in class (For example, what name do you prefer, nicknames, etc.?). When a student makes a request to change his or her name or pronouns, the teacher will share this request with the building principal. The building principal, in collaboration with the school social worker or counselor, will follow up with the student. Students may elect to change their name or pronouns. At the end of 10 school days, parents/guardians will be notified if students wish to continue using the new name or pronoun. At this time, a Gender Support Plan may be developed with input from the student and parent/guardian, if the parent is in support of the use of this new name/pronoun.

Consistent with a student's Gender Support Plan, District staff shall address a student by the name and pronouns that correspond to the student's gender identity.

Restroom & Locker Room Usage

In compliance with state and federal law, all students shall be allowed use of restrooms and locker rooms that correspond with their gender identity in the same manner that cisgender students are provided with such access. No student shall be required to use an all-gender or secure-access restroom, a nurse's restroom, a privacy partition or curtain, and/or an all-gender locker room because they are transgender, gender nonconforming, or questioning their gender. Access to restrooms and locker rooms for nonbinary students and students questioning their gender will be determined on a case-by-case basis while providing students with the options that allow for them to feel safest and most included. Regardless of gender identity, any student who has a need or desire for increased privacy should be provided with reasonable alternative arrangements when requested by a student and/or a student's parent(s)/guardian(s). This may include use of a privacy partition or curtain, provision to use a nearby all-gender or secure-access restroom, and/or a nurse's restroom.

Student requests to use a restroom or locker room that corresponds with gender identity may be made to any staff member. Staff members shall report these requests to the building principal.

The building principal, in collaboration with the social worker/counselor, will meet with the student to ascertain their request and discuss the formation of a Gender Support Team, which includes the students' parents/guardians. If the student elects to use a restroom or locker room that corresponds with gender identity (gender nonconforming), the Team will complete a [Gender Support Plan](#) with student and parent/guardian input. A copy of all Gender Support Plans should be submitted to the Director of Student Services.

Records

All written records related to a student's meetings concerning their gender identity with any will be kept in a temporary file (cumulative folder) that shall be maintained by the building principal or school social worker/counselor. All written records related to a student's gender transition shall be maintained in a temporary file, not as part of their permanent record.

Discrimination & Harassment

No student shall be denied equal access to education on the basis of their gender identity or gender expression. Allegations involving violations of this shall be reported in the manner consistent with all applicable board policies. Policies prohibiting harassment and discrimination on the basis of sex include harassment based on gender identity and expression.

Curriculum & Pedagogy

The District is dedicated to representing and celebrating diverse gender identities throughout the school culture and curriculum. All District staff shall use a gender-affirming approach, which is a framework used to create environments in which all students are able to identify and express their gender and achieve healthy development, as well as social, emotional, and academic success. This approach includes affirming students' gender identities, being flexible during gender transition processes, and being conscious of using gendered-language.

Grade 8 Health and sex education shall be inclusive of diverse gender identities, gender expressions, and sexual orientations. School libraries shall also include gender affirming literature.

As a general matter, District staff are discouraged from separating students by gender and shall evaluate all practices that divide students on the basis of gender. Whenever students are separated by gender in school activities or are subject to otherwise lawful gender-specific practices, students shall be permitted to participate in such activities in accordance with their gender identity and/or in ways that make them feel safest and most included. A clear strategy to support the student will be developed in partnership with the student in advance of the activities and may be included in a student's Gender Support Plan.

Professional Learning

The District shall provide professional learning to all staff annually to support transgender and gender nonconforming students. The content of all such sessions shall be medically accurate, evidence-based, and reflect current best practices.

Definitions

Please see the definitions below to provide shared language and context for discussion. Note that identity is individual and these definitions may vary or may be used differently by each person.

- **Affirming:** Acknowledging and supporting the identity of an individual.
- **Ally:** A person who is not LGBTQ+ but shows support for LGBTQ+ people and promotes equality.
- **Cisgender/Cis:** Term used to describe people whose gender identity corresponds solely with their sex assigned at birth.
- **Gender Diversity:** Refers to the wide range of gender identities, gender roles, and/or gender expressions that exist.
- **Gender Expression:** An individual's characteristics and behaviors such as appearance, dress, mannerisms, speech patterns, and social interactions that are perceived as masculine, feminine, both, or neither.
- **Gender Identity:** A person's internal, deeply-felt sense of being male, female, something in between, or something else. Gender identity is not determined by body parts or sex assigned at birth.

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- Gender Expansive (Nonconforming/Creative): Gender expressions that fall outside of societal expectations for either male or female.
 - Gender Support Plan: A document that may be used to create a shared understanding about the ways in which a student's gender identity will be accounted for and supported at school.
 - Intersex: A general term used for the many ways in which a person can be born with chromosomes, reproductive anatomy, and/or genitalia that do not fit the typical binary expectations of female or male.
 - LGBTQ+: A commonly used acronym referring to the Lesbian, Gay, Bisexual, Transgender, and Queer community. The plus acknowledges that there are additional identities within the community. Other iterations include LGBTQQIA (adding Questioning, Intersex, Asexual/Aromantic).
 - Misgendering: When a person intentionally or accidentally uses the incorrect name or pronouns to refer to a person. Repeated or intentional misgendering is a form of bullying and harassment.
 - Non-Binary Gender: A term that reflects gender identities that do not fit within the binary of male and female. Individuals may identify as both genders, neither, or some mixture thereof. Some terms under this umbrella: genderqueer, gender fluid, agender, bigender, etc. Some nonbinary folks may use they/them/theirs or other neutral pronouns.
 - Outing: When someone discloses information about another person's sexual orientation or gender identity without that person's knowledge and/or consent. Outing by school officials without a student's consent can violate that student's privacy rights.
 - Pronouns: A word used to refer to someone without using their name. Common pronouns include, but are not limited to: they/them, she/her, he/him. Sex Assigned at Birth: Typically, the assignment of "male" or "female" at birth by a medical professional based on visible body parts. This binary assignment does not reflect the natural diversity of bodies or experiences.
 - Sexual Orientation: The term for someone's romantic, emotional, physical, and/or sexual attraction to the same or different gender(s). Sexual orientation is distinct from gender identity.
 - Transgender/Trans: Individuals with a gender identity different than their sex-assigned at birth. Transgender can be used as an umbrella term that encompasses diversity of gender

identities and expressions. Being transgender is not dependent on appearance, body parts, or medical procedures.

- Transition: The process whereby people may change their gender expression, bodies, and/or identity documents to match their gender identity. Transition can be social, medical, and/or legal and is different for every individual. In children, adolescents, and adults, it is increasingly common for gender transition to be an ongoing process.