

STUDENTS**Nondiscrimination/Harassment, Gender Identity and Access**

This regulation sets out guidelines for supporting the needs and rights of students regarding gender identity and equal access to the District's educational programs and activities. Schools are encouraged to assess the needs of each student on a case-by-case basis. In all cases, the goal is to ensure the safety, comfort, and healthy development of all students, regardless of their gender identity or gender expression.

Privacy

Students have the right to control dissemination of information about their gender identity or sexual orientation.

School personnel should not disclose information that may reveal a student's gender identity unless legally required to do so, the student has authorized such disclosure, or there is a specific need to know. School officials should inform the student if disclosure is necessary and provide the student an opportunity to first make the disclosure.

Names/Pronouns

A student has the right to be addressed by a name and pronoun corresponding to their gender identity that is exclusively and consistently asserted at school. Upon request, a school shall recognize a student's gender identity that is exclusively and consistently asserted at school.

The intentional or persistent refusal to respect a student's gender identity, as opposed to an inadvertent slip or honest mistake, is a violation of this regulation.

School Records

The district is required to maintain an official, permanent pupil record with the legal name and gender appearing on the student's birth certificate. For all other school-related records or documents, the parent/legal guardian (unless the student is over 18), may request that their child's name or gender be changed to reflect the child's gender identity. The change in the student's name and/or gender may include, but not be limited to pre-printed labels, standardized tests, student identification or library cards, lunch tickets, school photographs, grade books, seating charts, and lists of students' names.

If the parent/legal guardian presents the school with documentation of a court-ordered legal name and/or gender change, the school must then change the official, permanent pupil record to reflect the student's new legal name and/or gender in a timely manner.

Restroom and Locker Room Availability

Students shall have access to use facilities consistent to their gender identity exclusively and consistently asserted at school. Where available, accommodations may be used by any student who desires increased privacy, regardless of the underlying reason. The use of such accommodations shall be a matter of choice for a student, and no student shall be compelled to use such accommodations. Any alternative arrangement should be provided in a way that protects the student's ability to keep their information about their gender identity confidential.

Gender-Segregated Activities

Students shall participate in physical education, intramural sports, competitive athletic activities, health education classes, or other gender-segregated activities according to their gender identity exclusively and consistently asserted at school.

Dress Codes/School Uniform Policies

All students have the right to dress in accordance with their gender identity exclusively and consistently asserted at school.

Discrimination/Harassment

Complaints alleging discrimination, harassment, or bullying based on a student's gender identity or gender expression are to be handled in the same manner as other discrimination/harassment/bullying complaints. Consistent with the Uniform Complaint Procedures, complaints alleging discrimination or harassment based on a student's gender identity or gender expression should be given immediate attention; fully and appropriately investigated in a timely manner; and resolved through appropriate corrective action.

Any student who feels that he/she is being discriminated against or harassed by another student or school employee should immediately contact either the Coordinator for Nondiscrimination (the Director of Special Education and Student Services), or the principal or designee. If a situation involving discrimination or harassment is not promptly remedied by the Coordinator for Nondiscrimination, principal, or designee, a complaint may be filed with the superintendent or designee.

Approved: February 11, 2014