

Book	Policy Manual
Section	200 Students
Title	Nondiscrimination-Transgender and Gender Expansive Students
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Purpose

The District is committed to creating a safe and inclusive learning environment for all students that is free from discrimination, regardless of sex, sexual orientation, Gender Identity, or Gender Expression and to ensuring that every student has equal access to all components of the educational program.

Authority

The purpose of this policy is to facilitate compliance with District policy and state and federal laws concerning bullying, harassment and discrimination. This policy covers conduct that takes place in the school, on school property, at school sponsored functions and activities, on school buses, or vehicles and at bus stops, and on school computers, school networks, school forums, and school mailing lists, as well as conduct covered under the District's policy regarding cyber-bullying. This policy applies to the entire school community, including educators, school staff, students, parents/guardians, and volunteers. [1][2][3][4][5]

The Administration shall generate and distribute administrative regulations consistent with this policy.

Definitions

Sex Assigned At Birth Or Assigned Sex - Refers to the gender designation recorded on an infant's birth certificate, should such a record be provided at birth.

Gender Identity - Refers to one's internal sense of gender, which may be different from one's assigned sex, and which is consistently and uniformly asserted most or all of the time, or for which there is other evidence that the Gender Identity is sincerely held as part of the individual's core identity.

Gender Expression - Refers to external cues that one uses to represent or communicate one's gender to others, such as behavior, clothing, hairstyles, activities, voice, mannerisms, or body characteristics.

Transgender - An adjective describing an individual whose Gender Identity is different from the individual's assigned sex. "Transgender boy" and "transgender male" refer to an individual assigned the female sex at birth who has a male Gender Identity. "Transgender girl" and "transgender female" refer to an individual assigned the male sex at birth who has a female Gender Identity.

Transgender Student - A student who consistently and uniformly asserts a Gender Identity different from the student's assigned sex most or all of the time or for which there is documented medical evidence that the Gender Identity is sincerely held as part of the student's core identity.

Gender Transition - The process in which transgender individuals begin asserting the sex that corresponds to their Gender Identity instead of the sex they were assigned at birth. During Gender Transition, individuals begin to live and identify as the sex consistent with their Gender Identity and may dress differently, adopt a new name, and use pronouns consistent with their Gender Identity. Transgender individuals may undergo Gender Transition at any stage of their lives, and Gender Transition can happen swiftly or over a long duration of time.

Gender Stereotypes - Refers to stereotypical notions of masculinity and femininity, including expectations of how boys or girls represent or communicate one's gender to others, such as behavior, clothing, hairstyles, activities, voice, mannerisms, or body characteristics.

Gender Expansive - A term for people whose Gender Expression differs from stereotypical expectations, such as "feminine" boys, "masculine" girls, and those who are perceived as androgynous.

Bullying - An intentional electronic, written, verbal or physical act or a series of acts (a) directed at another student or students (b) that is severe, persistent or pervasive, and (c) that has the effect of doing any of the following:[5]

1. Substantially interfering with a student's education;
2. Creating a threatening environment; or
3. Substantially disrupting the orderly operation of the school.

Bullying, as defined in this policy, includes cyber-bullying. Bullying may include acts that occur outside of school if those acts are intentional, electronic, verbal or physical, are directed at another student or students, are severe, persistent or pervasive, and have the effect of (i) substantially interfering with a student's education; (ii) creating a threatening environment; or (iii) substantially disrupting the orderly operation of the school.

Harassment - Verbal, written, graphic or physical conduct relating to an individual's race, color, national origin/ethnicity, gender, age, disability, religion, or sexual orientation, when such conduct: (1) Is sufficiently severe, persistent or pervasive that it affects an individual's ability to participate in or benefit from an educational program or activity or creates an intimidating, threatening or abusive educational environment; (2) Has the purpose or effect of substantially or unreasonably interfering with an individual's academic performance; or (3) Otherwise adversely affects an individual's learning opportunities. For purposes of this policy, harassment on the basis of gender includes harassment on the basis of transgender or Gender Expansive status.[3]

Gender-Segregated Facilities - Refers to facilities and accommodations, which are separated by gender, used by students at school or during school-sponsored activities and trips, and include, but are not limited to, restrooms, locker rooms, and overnight facilities.

DISCLAIMERS:

This policy is superseded by all current federal and state laws and mandates.

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