These guidelines were established to ensure the safety of every student is met, including our students who identify as or are perceived to be lesbian, gay, bisexual, transgender, or questioning (LGBTQ). We believe through these guidelines we can serve every student with excellence as the standard.

**Gender Expression**

External appearance of one's gender identity, usually expressed through behavior, clothing, haircut or voice, and which may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine.

**Gender Identity**

One's innermost concept of self as male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves. One's gender identity can be the same or different from their sex assigned at birth.

**Sexual Orientation**

One's emotional, romantic, or sexual attraction to others.

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**LGBTQ+ Student/School Support**

Lisa Elam, Content Specialist, Bullying and Harassment Prevention

Elam.lisa@brevardschools.org

(321) 633-1000 Ext: 11526

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**Anti-Bullying Resources**

Speakouthotline.org

1-800-423-TIPS

**24-Hour Information and Crisis Hotline**

thetrevorproject.org

1-866-488-7386

Text: START to 678678

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**Sources of Strength Support**

Janean Knight, Resource Teacher, Student Services

Knight.janean@brevardschools.org

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**Non-Discrimination Policy**

The School Board of Brevard County, Florida does not discriminate on the basis of race, color, national origin, sex (including sexual orientation, transgender status, or gender identity), disability (including HIV, AIDS, or sickle cell trait), pregnancy, marital status, age (except as authorized by law), religion, military status, ancestry, or genetic information or any other factor protected under applicable federal, state, or local law.

The district also provides equal access to its facilities to youth groups, as required by the Boy Scouts of America Equal Access Act. The School Board of Brevard County is in compliance with the Americans with Disabilities Act of 1990 (ADA) and the Amendment Act of 2008 (ADAA), the Florida Education Equity Act of 1984, Age Discrimination Act of 1967 and Section 504 of the Rehabilitation Act of 1973, Civil Rights Act of 1964 including: Title II, Title VI, and Title VII, United States Education Amendments of 1972 - Title IX, Age Discrimination in Employment Act (ADEA), and Individuals with Disabilities Act (IDEA).

*Action items are subject to change as determined by changes to statutes and law.