



Est. Summer 2019

Alachua County  
Public Schools



# LGBTQ+ CRITICAL SUPPORT GUIDE

*Updated Version*

Date: December 8, 2021



## **Small Group Discussions**

**Administrators (District Reps)**

**Parents (ACCPTA)**

**Teachers (ACEA)**

**Students (SGA/GSA)**

**Community Leaders**

**Critical Support Guide Workgroup**

# The Outline





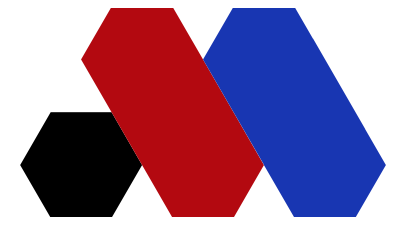
# Mission Statement

Alachua County Public Schools is  
“committed to the success of every  
student.”

- Do students feel safe and included?
- Do we understand statewide and national data?
- Do we have a response to devastating outcomes?







# Executive Summary

What does the guide intend to do?

Provide

- consistent implementation
- alignment with existing laws and policies concerning harassment and discrimination
- context for understanding hardship for students
- focus for prioritizing safe learning environments







8 ACTIONS



## Action 1: Student Privacy

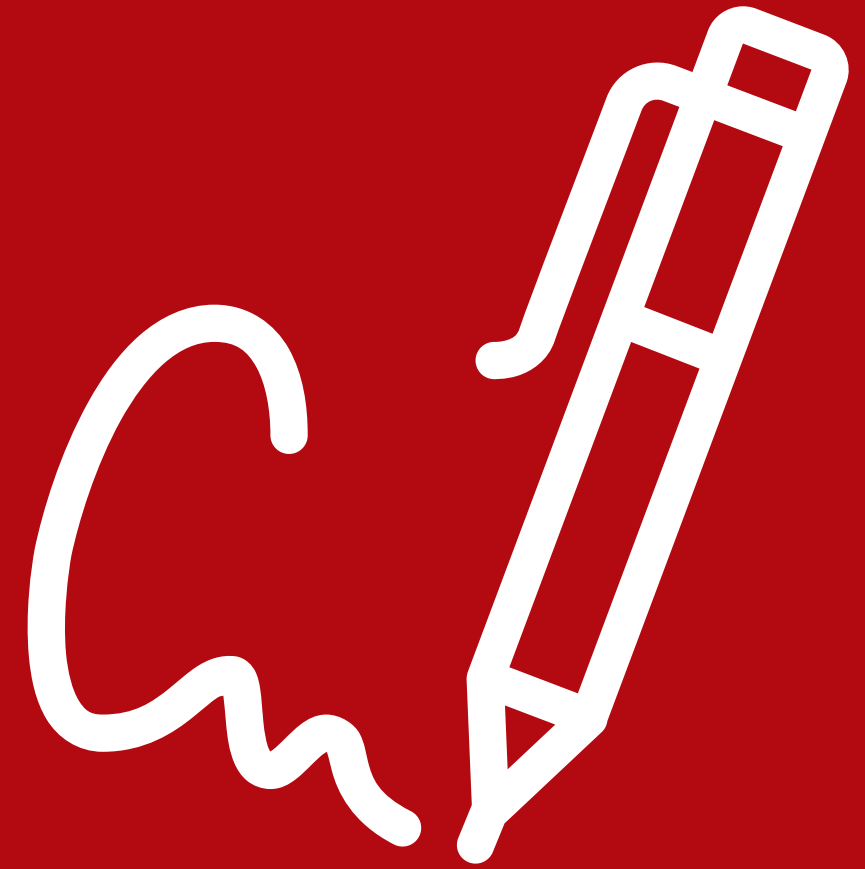
All students' privacy rights will be respected and personal information about the student, including their sexual orientation, gender identity, and gender expression, will not be shared without the students' or parents' consent.



**December 2021**

## Action 2: Names and Pronouns

All students are to be referred to by their consistently-asserted name and pronoun(s) as provided by the student, affirming their identity.



December 2021



## Action 3: Restrooms/Locker Rooms

All students are allowed to access restrooms and locker rooms that are consistent with their gender identity or be provided appropriate accommodations. If accommodations are desired, decisions should be made on a case-by-case basis, and should be student driven, with the support of district staff and participation of parents where possible and appropriate.



**December 2021**

## Action 4: Dress Code

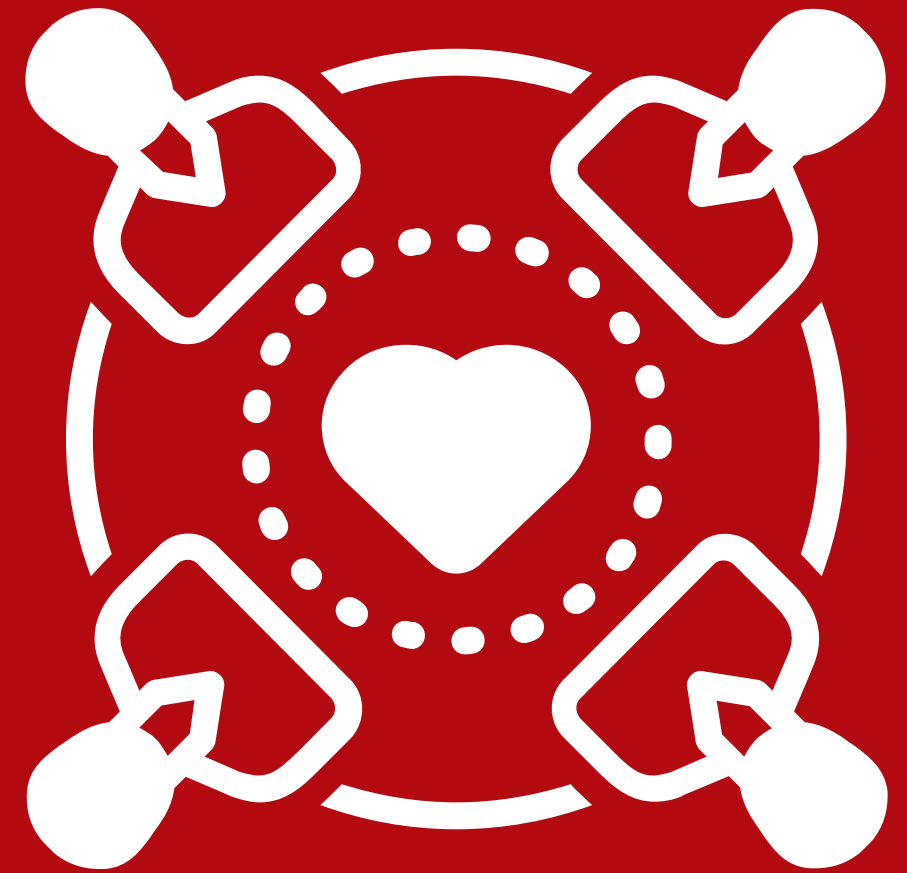
All students may dress in ways that are consistent with their gender identity and/or gender expression, while still abiding by the district's dress code policy, including at any school sponsored events and functions. The district's dress code policy must be enforced equally and in a non-discriminatory manner.



**December 2021**

## Action 5: GSAs

All students have the right to form and participate in a GSA (Gay-Straight Alliance or Gender-Sexuality Alliance) under the name “GSA” or another name decided upon by the students.



**December 2021**

## Action 6: Gender -Based Rules

As a general matter, schools should evaluate all gender-based rules, practices, and traditions, and maintain only those that have a clear and sound pedagogical purpose. If students are to be separated based on gender, students should be permitted to be grouped with peers of the gender with which they identify. This should be a student driven decision based on the student's comfort and safety, with the support of district staff and parents where possible and appropriate.



**December 2021**



## Action 7: Participation in Athletics

Students have the right to be treated in accordance with their gender identity in all aspects of the school environment. The district must carefully navigate areas where state laws, such as Fla. Stat. § 1006.205, conflict with federal protections, such as Title IX and the Equal Protection Clause.



**December 2021**

## Action 8: LGBTQ+ Faculty and Staff

Faculty and staff are protected from discrimination under local, state, and federal laws.



**December 2021**

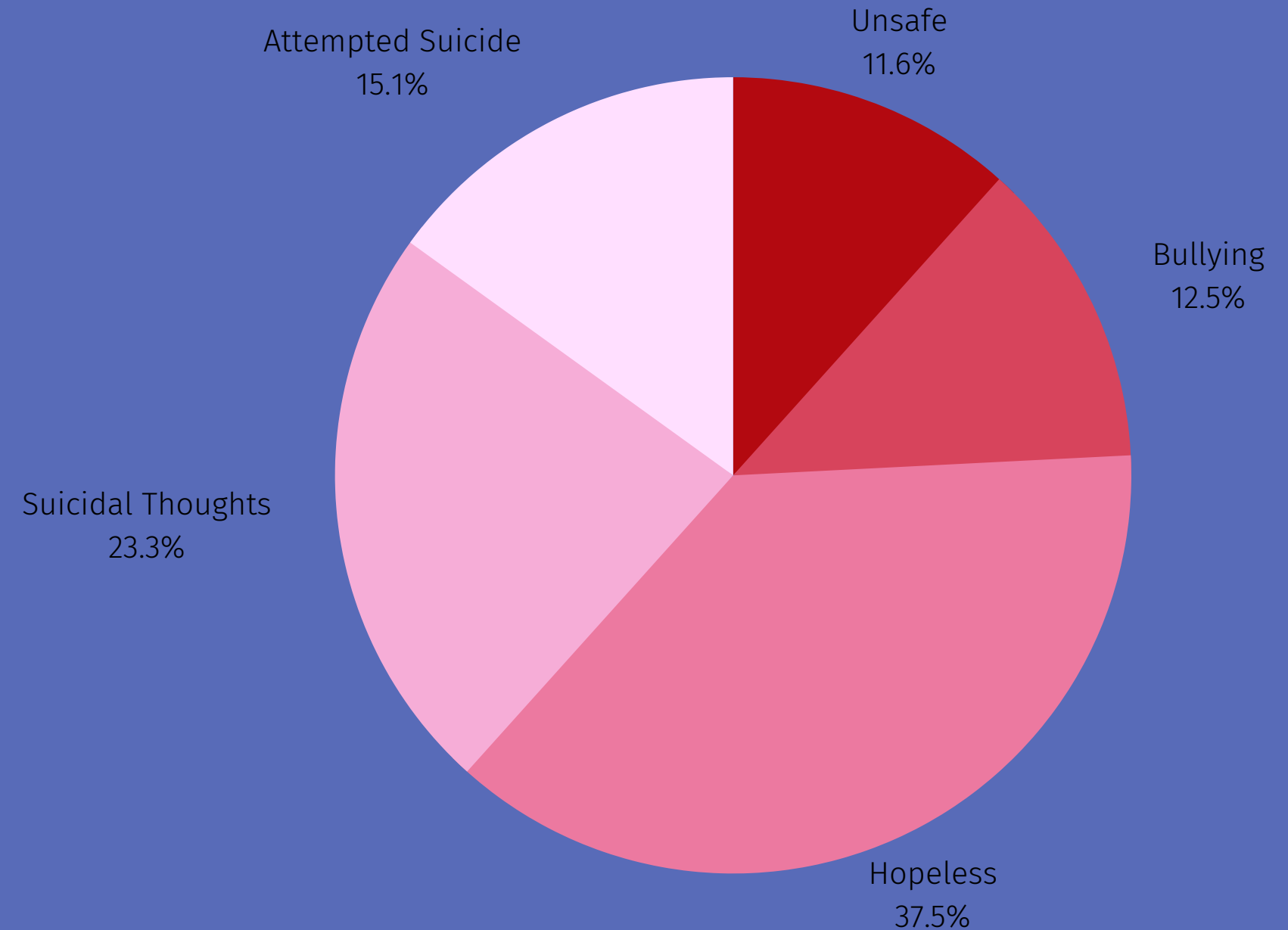
# Statistics

## Concerns about students

Among lesbian, gay, and bisexual (LGB) high school students:

- 18.1% did not go to school because they felt unsafe;
- 19.5% experienced electronic bullying (i.e. cyber bullying);
- 58.2% felt sad or hopeless;
- 36.2% seriously considered attempting suicide
- 23.4% actually attempted suicide (compared to 6.4% of their heterosexual peers).

**Youth Risk Behavior Survey, 2019**





Identification

18.2%

Youth Risk Behavior Survey , 2019







**Suicidal Ideation**

**55%**

**Mental Health America , 2021**







## Supporting Safe Learning Environments

# 100%

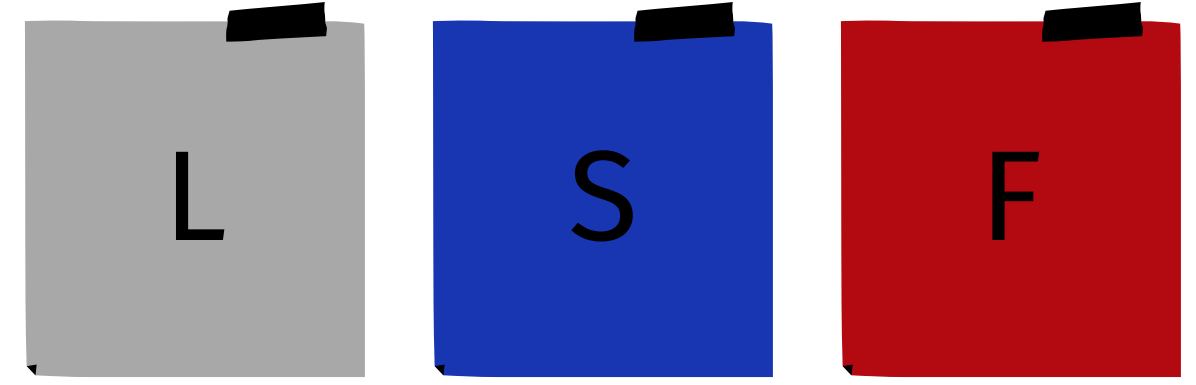
ACPS, 2021





# What Obligations?

More than Law



- **Local Policies - Alachua County School Board**
  - **ACPS Anti -Harassment Policy**
- **State Law: Florida Constitutional and Statutory Provisions**
  - **Public Education**
  - **Right to Privacy**
  - **Anti-Discrimination Law**
  - **Stand Up for All Students Act**
  - **Florida Administrative Code Provision**
- **Federal Law**
  - **First Amendment of U.S. Constitution: Freedom of Speech and Expression**
  - **Fourteenth Amendment of U.S. Constitution: Equal Protection**
  - **Title IX of the Education Amendments Act of 1972**
  - **Family Education Rights and Privacy Act (FERPA)**
  - **Individuals with Disabilities in Education Act (IDEA) and Section 504 of the Rehabilitation Act (Section 504)**

# What can we do moving forward?

Additional steps to support students, families, and educators

*Provide Resources*

*Adopt Guide & Support Plan*

*Share Guide with All Staff*

*Professional Development*

*Utilize Support Plan*



**December 2021**





**Thank you for  
your commitment  
to the success of  
every student.**

**Alachua County Public Schools**