

7552 - STUDENT GENDER IDENTITY

The Pittsford Central School District (PCSD) will apply the principle of equity to all policies, programs, systems, operations, and practices to ensure that all students have a high quality education within a safe and supportive environment, where inclusivity is valued and contributes to successful school outcomes. Equity means that the learning needs of every student are supported in an environment where all students are valued and respected; and where student success will not be predicated on differences in age, race, ethnicity, color, religion, national origin, immigration status, language, family composition or economic status, culture, geographic location, mobility, gender, sexual orientation, gender identity, gender expression, gender nonconformity, or physical or cognitive ability.

This commitment will result in a welcoming environment, where multiple pathways to success support the academic and social growth of every child. For the PCSD learning community, equity and excellence in education goes beyond equality where all students are treated the same. Educational equity, diversity and inclusivity fosters excellence in schools where all students have the opportunity to benefit equitably based on their individual needs. It is when everyone has access to the opportunities necessary to satisfy their essential needs, advance their well-being, and reach their full potential. We will achieve the goal of equity and inclusive education when there is sufficient evidence that each child has high quality educational experiences in which the factors that predict success, outcomes or opportunity are no longer correlated or associated with any social identity group. The above statements are excerpts from the District's Equity Policy.

This policy specifically addresses the District's commitment to foster a safe learning environment for all students that is free from discrimination and harassment on the basis of sex, gender, gender identity, gender nonconformity, and gender expression. In accordance with applicable law, regulations, and guidelines, the District will ensure that students have equal access to all school programs, facilities, and activities. The District will assess and address the specific needs of each student on a case-by-case basis.

Key Terms

Generally, District personnel should use the language that individual students are using to describe their own gender identity, appearance, or behavior. These terms can change over time and new terms may be included. The most commonly used terms are:

Cisgender: a person whose gender identity corresponds to their assigned sex at birth.

Gender expression: the ways a person conveys their gender identity to others, such as through behavior, appearance, clothing, hairstyle, activities, voice, and mannerisms.

Gender or Gender identity: a person's inner sense or psychological knowledge of being male, female, neither, or both.

Gender nonconforming (GNC): describes someone whose gender identity or gender expression does not conform to social or stereotypical expectations of a person with that gender assigned at birth. This is also referred to as gender variant or gender atypical.

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Non-binary: Relating to an individual whose gender identity is neither *exclusively* man nor woman. This can also be used as an umbrella term that includes many identities.

Transgender: someone whose gender identity is different than their sex assigned at birth.

Transition: the process by which a person socially or physically aligns their gender expression more closely to their gender identity than their assigned sex at birth.

Names and Pronouns

In accordance with the NYS Guidance dated 2015, students may request a name change in the school records. The District shall establish a process for this request, involving the student, family and school administrators to determine a communication plan for notification of appropriate school personnel.

When apprised of a student's request for a name change the District will endeavor to engage the student and their parents/guardians, as appropriate, in an effort to develop a plan that will accommodate the student's individual request at school. Students have the right to discuss and convey their gender identity and expression openly and to decide when, with whom, and how much to share this confidential information. The plan may therefore include when and how to initiate the student's name and associated pronoun use and if, when, and how this is communicated to others. District staff will use the name and pronoun that corresponds to the gender identity the student asserts at school.

Records

As required by law, the District will maintain the confidentiality of student information and records. If a student has officially changed their name, as demonstrated by court order or birth certificate, the District will change its official and unofficial records, as needed, to reflect the change.

If a student has not officially changed their name, but wishes to use to a different name that corresponds to their gender identity, the District will create or change unofficial records to reflect the name and gender identity that the student asserts at school. For certain reports to the New York State Education Department, and when necessary to ensure appropriate and coordinated medical care, however, the District will use the student's legal name and gender. Any student identification cards will be issued with the name reflecting the gender identity the student consistently asserts at school. Name and gender changes will be updated from the time of request moving forward.

Restrooms and Locker Rooms

All single-occupancy bathroom facilities are designated as gender neutral for use by no more than one occupant at a time or for family or assisted use. Transgender or GNC students may use the student restroom and locker room that corresponds to the student's expressed gender identity at school. Any student requesting increased privacy or other accommodations when using bathrooms or locker rooms will be provided with a safe and adequate alternative, but will not be required to use that alternative. Alternative arrangements should be provided in a non-stigmatizing way that protects the student's ability to keep their gender identity status confidential.

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Physical education is a required part of the District's curriculum. Physical education and intramural opportunities will not be sex-segregated.

Upon written notification that a transgender or gender diverse student would like an opportunity to participate in the District's interscholastic athletics program consistent with their gender identity, the District will determine their eligibility in accordance with applicable law, regulations, and guidelines. The District will confirm the student's asserted gender identity with documentation it considers appropriate from a parent or guardian, counselor, doctor, psychologist, psychiatrist, or other medical professionals. The student's gender identity should be the same as the identity used for District registration and other school purposes.

The District's athletic director will notify opposing team athletic directors and league, section and state officials if a student needs accommodations during competitions. Any appeal regarding the District's eligibility decision will be directly to the Commissioner of Education.

Other Classes and Activities

Students will not be sex-segregated in classes.

Generally, in other circumstances where students may be sex-segregated, such as overnight field trips, students may be permitted to participate in accordance with the gender identity that the student consistently asserts at school. Questions relative to privacy will be addressed individually and on a case-by-case basis in accordance with District policy and applicable law, regulations, and guidelines. In some circumstance, an alternative arrangement may be provided that supports the safety and privacy of students. Alternative arrangements should be provided in a non-stigmatizing way that protects the student's ability to keep their gender identity status confidential.

Dress Code and Team Uniforms

Students may dress in accordance with their gender identity or expression, within the parameters of the District's dress code. The District will not restrict students' clothing or appearance on the basis of gender.

The District's dress code applies while students are traveling to and from athletic and extracurricular activities and contests. Students will have access to uniforms/attire that are appropriate for their activity.

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Family Educational Rights and Privacy Act (FERPA), 20 USC § 1232g
34 CFR Part 99
Title IX of the Education Amendments of 1972
Education Law Article 2 and §§ 2-d, 11(7), 3201-a
8 NYCRR § 100.2

NOTE: Refer also to Policies #3410 -- Code of Conduct
#3420 -- Non-Discrimination and Anti-Harassment in the District
#7550 -- Dignity for all Students
#7551 -- Sexual Harassment of Students
#7553 -- Hazing of Students
#8242 -- Civility, Citizenship and Character Education/Interpersonal
Violence Prevention Education
Equity Policy