

## **GENDER IDENTITY**

The Tangipahoa Parish School Board seeks to provide all students a safe and tolerant learning environment that is free from discrimination and harassment. Accommodations may be taken at the discretion of the Superintendent or designee depending on the needs of the individual student, the needs of the school community and the School Board's legal obligations.

### DEFINITIONS

*Accommodations* – Measures the School Board may take to meet a transgender student's needs for the purposes of complying with Title IX of the Education Amendments of 1972, which prohibits discrimination on the basis of sex. A student's transgender status alone shall not be considered a medical condition that qualifies as a legal disability that requires accommodation under Section 504 of the *Rehabilitation Act of 1973* (Section 504) or the *Americans with Disabilities Act (ADA)*.

*Gender Assigned at Birth* - The gender designation listed on the student's original birth certificate or other documentation of birth.

*Gender Identity* - A student's inner sense of being male or female, regardless of the student's gender assigned at birth. A student's gender identity must be consistently and uniformly asserted by the student, or there must be other evidence that the student's gender identity is sincerely held as part of the student's core identity, such as medical documentation or documentation that legal action has been taken to legally change the student's name or birth certificate.

*Transgender Student* - A student whose gender identity does not correspond with the gender the student was assigned at birth. Medical treatments or procedures or legal actions are not required for recognition as a transgender student.

### CONSULTATION WITH PARENTS/GUARDIANS AND STUDENTS

Parents/guardians and students are encouraged to notify a District administrator or counselor of a student's transgender status. The principal, counselor or other relevant staff members shall meet with the student's parents/guardians and, when appropriate, the student to discuss the student's needs and School Board accommodations.

In general, the School Board shall only consider accommodations requested or discussed with the student's parents/guardians. However, the School Board may provide accommodations to a student without the consent of the parents/guardians if the student is eighteen (18) years or older, is not dependent upon his or her parents/guardians or is determined by the School Board, after consulting the School Board's attorney, to have a legal entitlement to accommodations.

## PRIVACY

A student's transgender status shall be shared only with staff members and School Board officials who need to know, as determined by the School Board. The information shall not be shared with students or other individuals without written permission of the parents/guardians unless disclosure is required or allowed by law. These privacy rules apply regardless of whether the parent/guardian or student decides to keep the student's transgender status private or openly discuss the student's status.

The School Board may provide students, staff and the public educational information regarding the needs of transgender students in general and the School Board's legal obligations without identifying a particular student.

## RECORDS

The student's legal name shall be used in the School Board's official records including, but not limited to, the student's official transcript and diploma. If the parent/guardian or student legally changes the student's name or birth certificate and provides proof of the change, the School Board shall change the official record.

Upon request, the School Board shall use a name chosen by the parents/guardians and student that corresponds with the student's gender identity when the School Board is not required to use the student's legal name on a document or when a document is created for internal or ceremonial purposes only.

School Board records regarding gender shall reflect the gender provided by the parents/guardians and student and may be changed upon request.

## NAMES AND PRONOUNS

Upon request, School Board personnel shall address a transgender student using the student's preferred name, if different than the legal name, and shall refer to the student using the pronouns the student prefers.

## BATHROOM AND LOCKER ROOM ACCESS

Transgender students may use the restroom or locker room that conforms to the student's gender assigned at birth, or they may use any unisex facilities available to students. The School Board shall also, upon request, designate separate facilities for transgender students to use if unisex facilities are not available to students.

## CLASSES AND ACADEMIC ACTIVITIES

The School Board does not typically segregate courses by gender, but there are some classes and activities, such as physical education and health, where students are

sometimes divided by gender. In those situations, transgender students shall be allowed to participate in the class or activity that conforms with the student's gender identity as long as they are otherwise qualified.

### EXTRACURRICULAR ACTIVITIES AND ATHLETICS

The School Board shall abide by Louisiana High School Athletic Association (LHSAA) rules regarding transgender student participation for any activity governed by LHSAA. For all other School Board activities in which gender is a participation factor, transgender students shall be allowed to participate based on the gender with which they identify.

### DRESS

A transgender student shall be allowed to dress in a manner that conforms to the student's gender identity and shall be subject to the rules applicable to dress associated with that gender.

### DISRUPTION, ILLEGAL DISCRIMINATION AND ILLEGAL HARASSMENT

The School Board does not tolerate bullying or misbehavior directed at an individual student, disruption to the School District's education environment or illegal discrimination or harassment. If the behavior could constitute illegal discrimination or harassment of a transgender student, the behavior shall be reported to the appropriate administrator in accordance with policy. All other incidents must be reported to the principal.

Students who violate School Board policies may be disciplined. Employees may be disciplined or terminated.

### TRAINING AND EDUCATION

#### Employees

Regular training on the prevention of illegal discrimination and harassment shall include information on the School Board's obligations to accommodate transgender students. Staff members who are informed of the identity of a specific transgender student shall receive additional training and direction as necessary.

#### Students

Students who are taught about illegal discrimination and harassment as part of an approved course curriculum may also be provided information about legal obligations to accommodate transgender persons. In addition, the School Board may provide age-appropriate information to students regarding transgender persons when considered necessary or appropriate, particularly when a transgender student is enrolled in the class or grade level.

Parents/Guardians and Community

While the School Board shall respect the privacy of individual transgender students, if a parent/guardian or community member requests information on the School Board's accommodation of transgender students, the School Board shall provide a copy of this policy as well as additional information regarding the needs of transgender students and the School Board legal obligations.

New policy:

Ref: La. Rev. Stat. Ann. §17:81; Board minutes, .