

**STUDENTS**

**3281**

Gender Identity and Sexual Orientation

The Board believes in fostering an educational environment that is safe and free of discrimination for all students, regardless of sexual orientation, gender identity, or gender expression. This policy is designed to create a safe learning environment for all students and to ensure that every student has equal access to all school programs and activities. Privacy considerations of all students will be given due consideration when addressing equal access. Failure of any school student or school employee to abide by the terms and provisions of this policy may subject such individual to disciplinary action.

Definitions

“Sexual orientation” shall mean an individual's physical or emotional attraction to the same and/or the opposite gender. "Gay," "lesbian," "bisexual" and "straight" are all examples of sexual orientations. A person's sexual orientation is distinct from a person's gender identity and expression.

“Gender identity” shall refer to a person's deeply felt internal sense of their own gender.

“Gender expression” shall refer to how a person expresses their gender to others, often through behavior, clothing, hairstyles, activities, voice, or mannerisms.

“Transgender”, an adjective, shall refer to a person whose gender identity or expression is different from that traditionally associated with the person's biological sex.

School Facilities

In the case of high school students, the principal or building administrator is encouraged to request a meeting with a transgender student and, their parent/guardian upon the student's enrollment in the District or in response to a currently enrolled student's change of gender expression or identity. If the student is a minor the parent/guardian must be given the opportunity to participate in the meeting. The goal of the meeting is to develop understanding of that individual student's needs with respect to their gender identity and to develop a written individual plan that follows the guidelines of this policy. Depending upon the situation, it may be beneficial for the school's counseling personnel to be involved in this process and in discussion with the parent/guardian of the student.

In the case of middle school students and elementary school students, it will generally be the parent/guardian that informs the school of the impending transition. Regardless of whether the subject is raised by the parent/guardian or the student, the student's parent/legal guardian should be involved in discussion relating to currently enrolled student's change of gender expression or identity. The goal of the meeting is to develop an understanding of that individual student's

needs with respect to their gender identity and to develop a written individual plan that follows the guidelines of this policy. Depending upon the situation, it may be beneficial for the school's counseling personnel to be involved in this process and in discussion with the parent/guardian of the student.

However, there may be situations where if the school's staff believes that a gender identity or expression issue is presenting itself and creating difficulty for the child or a safety concern at school (i.e. bullying/harassment, suicidal ideation), it may be appropriate for the school's administrative staff and/or counselor to approach the student's parent/guardian about the issue with regard to addressing the difficulty for the child at school or the child's safety. Each such situation shall be handled on an individual basis, depending upon the facts and circumstances. Communication with the student shall also occur in these situations. Absent direct evidence of suicidal tendencies of a student (pursuant to section 33-512B, Idaho Code) an individual teacher shall not approach a student's parent/legal guardian to address such a student situation without first conferring with the school's administration about the subject and obtaining administrative permission to enter into such a discussion. A meeting may be held at the request of the student's parent/guardian or at the request of the principal or building administrator. Together, the family and school can identify appropriate steps, if any, to support the student and develop an individual written plan.

No student will be required to use facilities that conflict with his or her gender identity or gender expression consistently asserted at school. Any student, transgender or otherwise who has a need or desire for increased privacy may be given the option of using a separate or private restroom or changing area, such as a single stall restroom, family restroom, or staff restroom if such is available. Facility usage will be determined on a case-by-case basis. Individual plans will be prepared to document the access issues addressed by the District and student/family. The District will periodically examine its facilities to assure privacy safeguards are in place.

It shall be the intention of the administration to work individually with the student/family of the student to develop an individual plan that meets the privacy considerations for the student. In no instance shall any student be compelled to engage in access that is in violation of then applicable law.

### School Activities

The District will allow all students the opportunity to participate in any activities segregated by gender in a manner that is consistent with their gender identity consistently asserted at school. However, activities under the direction of the Idaho High School Activities Association (IHSAA) shall be subject to IHSAA rules and regulations.

### School Trips

No student shall be denied the opportunity to participate in any school-related trip solely due to matters associated with the student's gender identity, gender expression, sexual orientation, or transgender status. Student accommodations will be made clear and determined prior to trip departure. The accommodations will be provided in a manner that respects all student's desired level of privacy with parental input.

Each situation of this nature will be handled on an individual basis, in consultation with the student and/or family of the student to ascertain the student's desires. However, in no situation will a student be assigned a room conflicting with his or her consistently asserted school gender identity. This should be agreed to and written into the individual student plan if possible, prior to occurrence. All effort should be made to separate students who may be romantically involved regardless of gender identity or sexual orientation.

Examples include:

1. All students stay in their own rooms
2. The student needing increased privacy stays in their own room, if acceptable to them.

### Student Records and Privacy

The District's official records required by law shall utilize a student's legal name. In situations where State or federal law or administrative rules require school employees to use or report a student's legal name or gender, such legal name or gender shall be utilized. However, school staff shall use practices to avoid the inadvertent disclosure of the student's transgender status.

Information regarding a student's sexual orientation, gender identity, gender expression, legal name, or gender assigned at birth may constitute confidential information. Disclosure of such information shall be in accordance with District policies pertaining to student privacy. The student's educational record shall not include mention of the student's sexual orientation.

However, in the course of ordinary school interactions and communication, District staff shall use the name and pronouns consistently asserted by the student at school, regardless of the student's legal name and sex. It is preferred that this determination of appropriate name and pronouns be addressed with the Family/Student in the plan detailed above.

A student is not required to legally change their name, gender, or official school records as a prerequisite to the use of a name and the pronouns consistent with the student's identity. Intentional and persistent refusal to use the name and gender by which the student identifies is a violation of this policy and may subject an employee to discipline, up to and including possible termination and/or report to the Professional Standards Commission

### Change of Official School Records

District records required by law to include the student's legal name and/or gender will be changed by the District upon the student or former student's presentation of appropriate documentation to the District Office. Any current or former student may present to the Superintendent or designee responsible for student records a copy of a court order or birth certificate identifying a change the student's legal name and/or gender. The student's records will be changed accordingly.

### Confidentiality

School employees should not engage in discussions relating to a student's transgender status or sexual orientation to other individuals, regardless of setting, including students or school personnel, unless they have a legitimate educational or safety need to know or unless the student/family has authorized such disclosure. Action in violation of such student confidentiality may subject an employee to discipline, up to and including possible termination and for certificated personnel, a report to the Professional Standards Commission.

When contacting the parent/guardian of a transgender student, school personnel should use the student's legal name and the pronoun corresponding to the student's gender assigned at birth unless the student or parent/guardian has specified otherwise in the individual written plan.

### Training

The District may conduct staff development or awareness activities on transgender issues or gender diversity. However, regarding such activities the District and its personnel shall not disclose the transgender status of any student without permission of that student and their parent(s)/guardian(s).

### Dress Codes

School dress codes shall be gender neutral in all situations, including attire during the traditional school day, school activities including dances and prom, and graduation. The District will allow students to dress in a manner that is consistent with their gender identity within the constraints of the dress codes and any other rules regarding student attire.

Students may wear clothing or accessories that voice their views on lesbian, gay, bisexual, and transgender (LGBT) issues, regardless of viewpoint, provided these conform to the dress code; are not a disruption to the educational environment; and are not obscene, threatening, lewd, or vulgar.

### School Dances

The District shall not impose different or unique practices or rules for same sex couples who attend and/or participate in school activities, including dances. This includes such matters as prohibition of attendance of same sex student couples, limitations of public displays of affection only applicable to same sex couples, discounted couple's tickets, gender identity for dance court titles that correspond to birth sex, and other such distinctions.

### Safe Environment

It is the responsibility of the District to ensure all students, including LGBT students, have a safe school environment. Discrimination, harassment, bullying, or sexual harassment complaints involving LGBT students shall be handled in the same manner as other discrimination, harassment, bullying, and sexual harassment complaints.

Cross References:	§ 2140	Student and Family Privacy Rights
	§ 3255	Student Dress
	§ 3280	Equal Education, Nondiscrimination, and Sex Equity
	§ 3290	Sexual Harassment/Intimidation of Students
	§ 3295	Hazing, Harassment, Intimidation, Bullying, Cyber Bullying, Menacing
	§ 3575	Student Data Privacy and Security
Legal References:	20 U.S.C. §§ 1681 - 1682	Title IX of the Education Amendments of 1972
	I.C. § 33-133(1)(j)(ii)	Student Data – Items Not to Be Included in a Student’s Educational Record
Other Reference:	Idaho High School Activities Association, Current Rules and Regulations Manual Rule 11-3: Transgender Student Participation (Available at <a href="https://idhsaa.org/asset/19-20Manual_Complete.pdf">https://idhsaa.org/asset/19-20Manual_Complete.pdf</a> ) (Last Accessed November 11, 2019)	

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