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# Policy 3211

Gender Inclusive Schools



# Gender-Inclusive Schools

The board is committed to fostering an educational environment that is safe and free of discrimination for all students, regardless of gender identity, gender expression, or sex. To that end, the board recognizes the importance of an inclusive approach toward transgender and gender-expansive students with regard to key terms, communication and use of names and pronouns, student records, confidential health and education information, restroom and locker room use and accessibility, sports and physical education, dress codes and other school activities, in order to provide these students with an equal opportunity for learning and achievement.

This policy is a component of the district in creating and maintaining a safe, civil, respectful and inclusive learning community and will be implemented in conjunction with training of its staff and volunteers.

The superintendent will appoint a primary compliance officer to receive copies of all formal and informal complaints and ensure policy implementation. The compliance officer's name and contact information will be communicated throughout the district. The compliance officer will participate in at least one mandatory training opportunity provided by the Office of the Superintendent of Public Instruction.

The procedure accompanying this policy will support that effort by facilitating district compliance with local, state and federal laws concerning harassment, intimidation, bullying and discrimination.

Cross References:     Policy 2145 Suicide Prevention

                              Policy 3207 Prohibition of Harassment, Intimidation and Bullying

                              Policy 3210 Nondiscrimination

                              Policy 3231 Student Records

                              Policy 3421 Child Abuse, Neglect and Exploitation Prevention

Legal References: Chapter 28A.642, RCW Discrimination prohibition  
RCW 28A.642.080 Transgender student policy and procedure  
Chapter 49.60, RCW Washington Law Against Discrimination  
WAC 162-32-060 Gender-segregated facilities  
20 U.S.C. §1232g, 34 C.F.R., Family Education Rights and Privacy  
Part 99 Act

[Prohibiting Discrimination in Washington Public Schools – OSPI Guidelines for school districts to implement Chapters 28A.640 and 28A.642 RCW and 392-190 WAC \(February 2012\)](#)

Management Resources:

*Policy and Legal News*, November 2013 WSSDA issues new policy regarding transgender students

*Policy and Legal News*, July 2019 Protecting transgender students from discrimination

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**La Center School District**

**Adopted: April 28, 2020; Revised January 24, 2023**

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