

The EVSC Gender Support Plan

The EVSC Gender Support Plan is a collaborative process that includes various departments, including: Counseling, Diversity, Technology and Communications. Other departments are consulted as well, depending on student needs. The plan is based on best practices, derived from sources such as [GLSEN](#), [Gender Spectrum](#), [Human Rights Campaign](#) and [Welcoming Schools](#).

The document is part of a larger process, much like the Student Safety Plan, not a static stand alone document. Typically, the student will self-identify to a trusted adult. In most cases that has been a counselor or social worker, but doesn't have to be. Once a counselor/social worker is made aware, they have an initial conversation with that student, to get a sense of what they are thinking, feeling, and what type of support they need. Some students want to be called by another name or pronoun, others just want to have someone to talk to as they explore what they are feeling, while others are looking for specific support.

Depending on the needs of the situation, the Gender Support Plan is able to adjust to fit those needs. The plan provides a script of sorts, to allow the counselor/social worker to ask the right questions, to make sure all topics are addressed, from pronouns, to restroom use, to extracurricular activities, and that the student understands what the school corporation is legally able to do to support them, depending on their level of parent knowledge and support.

Sometimes parents themselves bring students in to talk about that child's transition, which allows us to provide the greatest level of support (name change in the Student Management System, email address with preferred name, etc.). In situations where parent support either doesn't exist, or is limited, we try to still have ongoing conversations of support with both the student and families, in order to get to a place of mutual benefit.

We are always clear with students that our schools will not condone intolerance, bullying, or hateful speech/actions towards students because of their gender identity, and have been quick to address any negative situations as we learn of them. We encourage students to tell their trusted adult if they ever feel emotionally or physically unsafe or targeted because of their gender identity.

The plan can always be adjusted as situations within the student's life changes, but the goal is always to provide as much support as is possible in order to make our schools places where all students feel safe and valued.

2022-2023 Parent/Caregiver Supported - EVSC Gender Support Plan - updated

5.18.22

The EVSC Gender Support Plan is designed to help students and/or families/caregivers walk through available supports and guidelines related to supporting transgender students. This form is intended to support gender non-conforming students, but can be used by counselors and/or building administrators to help support any of our LGBTQIA+ students as appropriate. ALWAYS consult with student before calling families/caregivers to discuss a student's gender identity or sexual orientation. Please read this form in its entirety.

* Required

1. Email *

STOP: THIS FORM IS FOR STUDENTS WHOSE PARENTS SUPPORT THEIR CHANGE OF NAME. IF PARENT IS NOT AWARE OF DOES NOT SUPPORT THEIR CHANGE OF NAME, PLEASE COMPLETE THE 2022-2023 STUDENT ONLY-EVSC GENDER SUPPORT PLAN.

2. Fi *
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3. Last Name *

4. Preferred Name *

5. School Attending (Choose from Dropdown Menu) *

Mark only one oval.

- New Tech Institute 01
- Bosse HS 04
- Central 05
- Harrison HS 06
- North HS 07
- Reitz HS 08
- Caze 13
- Cedar Hall 14
- Cynthia Heights 17
- Daniel Wertz 18
- Delaware 19
- Dexter 20
- Fairlawn 22
- Glenwood 24
- Harper 25
- Hebron 27
- Helfrich Park 28
- North Jr. 29
- Highland 30
- Evans 31
- Lincoln 32
- Lodge 33
- McGary 34
- Oak Hill 35
- Perry Heights 36
- Plaza Park 37
- Scott 38
- Stockwell 39
- Stringtown 40
- Tekoppel 41
- Thompkins 42
- Vogel 43
- Washington MS 44

- West Terrace 45
- McCutchanville 47
- Harwood 77
- AIS Diamond 78
- School/Program not listed

EVSC Gender Support Plan

6. Gender Marker. Mark only one. *

Mark only one oval.

- Female to Male
- Male to Female
- Gender Fluid (student does not identify as a fixed gender. They may primarily see themselves as a dynamic mix of male/female).
- Gender Non-Binary (student does not identify specifically as male or female, and does not easily fit into traditional definition of boy/girl).
- Unknown, Other Gender Diverse term, or N/A (if student is not transgender).

7. Student Current Grade (Choose from Dropdown Menu) Mark only one. *

Mark only one oval.

- Pre-K
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12

Family/Caregiver Support/Awareness

Please note: If family/caregivers are unaware or does not support student's gender identity, the counselor/social worker or other trusted adult should talk to the student about making the family/caregiver aware. If they will not or feel they cannot, make sure they understand the limits of what the supports the school can provide without family/caregiver consent.

8. Level of Family/Caregiver Support? Mark only one.

Mark only one oval.

- High/Full
- Medium/Somewhat
- Low/None

9. Please provide insight/details on level of family/caregiver support. *

Student Preferred Name/Pronoun

Students may have their names changed in RDS to the name that coincides with their gender identity, but "ONLY" with family/caregiver written consent. The family/caregiver consent form can be found in the Forms Library in Connect. If a student wishes such a change and family/caregiver permission has been granted, please contact Dr. Roseyn Hood (x18451) and she will make the change in RDS. Along with the name change, the student's email will be changed to reflect the new name - please allow 48 hours for the email to rollover. The student's photo may also be removed upon request. The photo will be replaced once school photos are taken.

10. Is the student currently using Legal Name Tab in RDS (Family/caregiver consent required)? Mark only one. *

Mark only one oval.

- Yes
 No
 Not Sure or N/A

11. Student's Preferred Pronouns (Preferred pronouns should be respected/utilized) Check all that apply. *

Check all that apply.

- He/Him/His
 She/Her/Hers
 They/Them/Theirs
 Other: _____

12. Will the student participate in any classes (i.e. physical education) that might separate according to gender? Mark only one. *

Mark only one oval.

- Yes
 No
 Not Sure

13. If student will participate in any gender specific classes or activities, please state below how it will be handled. Student may participate in the class with students of their preferred gender if they like and the school is able to accommodate, or there may be other options to explore. If you need input/assistance, contact Andy Owen (x10525)

14. Will the student participant in any extracurricular programs/activities that might separate by gender? Mark only one.

Mark only one oval.

- Yes (Proceed to Extracurricular Section)
- No (Skip Extracurricular Section)
- Not Sure (Skip Extracurricular Section)

Extracurricular Activities

If the student wishes to participate in gender specific activities (i.e. fine arts.) please complete the section below. If the student wishes to participate in any activities that may require overnight travel, please contact Katy Elmer (x10966) and/or Roseyn Hood (x18451) before you begin making arrangements.

15. What gender - specific extracurricular activities will the student participate in?

16. If student wishes to participate with students of their preferred gender, make sure you have done each the following: Check all that apply.

Check all that apply.

- Spoken to the teacher/sponsor to make sure there is support to do so (teacher supervision, appropriate attire/uniform available, etc.)
- Received family/caregiver consent
- Spoken to an EVSC Director as appropriate and necessary (i.e. Andy Owen, Dwight Emmert)

Regarding Restroom Use

Please make student and family/caregiver are aware of the following EVSC guidelines: "Individuals shall use EVSC restroom facilities that correspond with the biologically determined sex/gender assigned at birth. An individual, upon request to the principal, may be allowed to use a single occupancy, gender-neutral restroom for good cause shown. An individual who wishes to utilize restroom facilities that do not correspond to the sex/gender assigned at birth shall request a conference with the principal at which the student's parents and/or guardian must be present and provide appropriate medical evidence supporting such request. The principal, upon consultation with the superintendent, shall make the determination on a case by case basis." The same guidelines will also apply to use the locker room.

17. Has student been made aware of the above restroom/locker room guidelines? Mark only one. *

Mark only one oval.

- Yes
- No (Please read/explain the guidelines to them)
- Not sure (Please read/explain the guidelines to them)

Next Steps/Follow Up

Please be sure a trusted adult (counselor/social worker/etc.) checks in with the student regularly to make sure the student is adjusting well and feeling supported. Be sure to let the student know if your school has a GSA (Gay/Straight Alliance, also known as Gender & Sexuality Alliance) that they can attend.

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19. Please list any notes or follow up needs here

ADDITIONAL RESOURCES:

Resources can be found at www.indianayouthgroup.org or on Facebook at Greater Evansville Youth.

20. This plan was completed by: *

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2022-2023 Student Only - EVSC Gender Support Plan - updated 5.18.22

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* Required

1. Email *

2. First Name *

3. Last Name *

4. Preferred Name *

5. School Attending (Choose from dropdown menu) *

Mark only one oval.

New Tech Institute - 01

Bosse HS - 04

Central HS - 05

Harrison HS - 06

North HS - 07

Reitz HS - 08

Caze - 13

Cedar Hall - 14

Cynthia Heights - 17

Daniel Wertz - 18

Delaware - 19

Dexter - 20

Fairlawn - 22

Glenwood - 24

Harper - 25

Hebron - 27

Helfrich Park - 28

North Jr. - 29

Highland - 30

Evans - 31

Lincoln - 32

Lodge - 33

McGary - 34

Oak Hill - 35

Perry Heights - 36

Plaza Park - 37

Scott - 38

Stockwell - 39

Stringtown - 40

Tekoppel - 41

Thompkins - 42

- Vogel - 43
- Washington MS - 44
- West Terrace - 45
- McCutchanville - 47
- Harwood - 77
- AIS Diamond - 78
- School/Program not listed

EVSC Gender Support Plan

6. Gender Marker - mark only one *

Mark only one oval.

- Female to Male
- Male to Female
- Gender Fluid - student does not identify as a fixed gender. They may primarily see themselves as a dynamic mix of male/female.
- Gender Non-Binary - student does not identify specifically as male or female, and does not easily fit into traditional definitions of boy/girl.
- Unknown, Other Gender Diverse term, or N/A - if student is not transgender.

7. Student's Current Grade (choose from dropdown menu) Mark only one. *

Mark only one oval.

Pre K

K

1

2

3

4

5

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7

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12

STOP - The section below is not applicable since there is no parent support or awareness. If there is parent support or awareness, please complete the Parent/Caregiver Supported - EVSC Gender Support Plan.

N/A - Family/Caregiver Support/Awareness

Please note: If family/caregivers are unaware or does not support student's gender identity, the counselor/social worker or other trusted adult should talk to the student about making the family/caregiver aware. If they will not or feel they cannot, make sure they understand the limits of what the supports the school can provide without family/caregiver consent.

8. N/A - Is family/caregiver aware of student gender status? Mark only one

Mark only one oval.

Yes

No (Talk to student about discussing with parent, but DO NOT contact the family/caregiver without student's knowledge.)

Not Sure or N/A

9. N/A - Level of Family/Caregiver Support? Mark only one.

Mark only one oval.

High/Full

Medium/Somewhat

Low/None

10. N/A - Please provide insight/details on the level of family/caregiver support:

N/A - Student Preferred Name/Pronoun

Students may have their names changed in RDS to the name that coincides with their gender identity, but "ONLY" with family/caregiver written consent. The family/caregiver consent form can be found in the Forms Library in Connect. If a student wishes such a change and family/caregiver permission has been granted, please contact Dr. Roseyn Hood (x18451) and she will make the change in RDS. Along with the name change, the student's email will be changed to reflect the new name - please allow 48 hours for the email to rollover. The student's photo may also be removed upon request. The photo will be replaced once school photos are taken.

11. N/A - Is Student Currently Using Legal Name Tab in RDS (Family/Caregiver consent is required)? Mark only one.

Mark only one oval.

- Yes
 No
 Not Sure or N/A

12. N/A - Student Preferred Pronouns (Preferred pronouns should be respected/utilized)
Check all that apply.

Check all that apply.

- He/Him/His
 She/Her/Hers
 They/Them/Theirs
 Other: _____

13. N/A - Will the student participate in any classes (i.e. physical education) that might separate according to gender? Mark only one.

Mark only one oval.

- Yes
 No
 Not Sure

14. N/A - If student will participate in any gender specific classes or activities, please state below how it will be handled. Student may participate in the class with students of their preferred gender if they like and the school is able to accommodate, or there may be other options to explore. If you need input/assistance, contact Andy Owen (x10525).

15. N/A - Will the student participate in any extracurricular programs/activities that might separate by gender? Mark only one.

Mark only one oval.

Yes (Proceed to Extracurricular Section)

No (Skip Extracurricular Section)

Not Sure (Skip Extracurricular Section)

NOT APPLICABLE - Extracurricular Activities

If the student wishes to participate in gender specific activities (i.e. fine arts.) please complete the section below. If the student wishes to participate in any activities that may require overnight travel, please contact Katy Elmer (x10966) and/or Roseyn Hood (x18451) before you begin making arrangements.

16. N/A - What gender-specific extracurricular activities will the student participate in?

17. N/A - If student wishes to participate with students of their preferred gender, make sure you have done each of the following: Check all that apply.

Check all that apply.

- Spoken to the teacher/sponsor to make sure there is support to do so (teacher supervision, appropriate attire/uniform available, etc.)
- Received family/caregiver consent
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NOT APPLICABLE - Regarding Restroom Use

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18. N/A - Has student been made aware of the above restroom/locker room guidelines?
Mark only one.

Mark only one oval.

- Yes
- No (Please read/explain the guidelines to them)
- Not sure (Please read/explain the guidelines to them)

Next Steps/Follow Up

Please be sure a trusted adult (counselor/social worker/etc.) checks in with the student regularly to make sure the student is adjusting well and feeling supported. Be sure to let the student know if your school has a GSA (Gay/Straight Alliance, also known as Gender & Sexuality Alliance) that they can attend.

19. School Contact

20. Please list any notes or follow up needs here:

ADDITIONAL RESOURCES

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