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# Resolutions

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## ROCHESTER COMMUNITY SCHOOLS BOARD OF EDUCATION LGBTQ+ SUPPORT RESOLUTION

May 8, 2023

WHEREAS, it is the right of every child, regardless of gender identity, gender expression, or sexual orientation, to access a free public K-12 education, and the Rochester Community Schools (RCS) district welcomes and supports all students;

WHEREAS, RCS has a responsibility to ensure that all students who reside within its boundaries, regardless of gender identity, gender expression, or sexual orientation, can safely access a free public K-12 education;

WHEREAS, RCS recognizes that there are employees and educators of the highest caliber who are gay, lesbian, and transgender, and that all employees are valued members of the school community regardless of their gender identity, gender expression, or sexual orientation;

WHEREAS, RCS recognizes that the families in our community come in many different forms, and the District values all our families and students' caregivers, regardless of gender identity, gender expression, or sexual orientation;

WHEREAS, in a landmark opinion, *Bostock v. Clayton County* decided on June 15, 2020, the United States Supreme Court held that discriminating on the basis of actual or perceived sexual orientation or gender identity is a form of sex discrimination that may violate federal law;

WHEREAS, U.S. Department of Education and the U.S. Department of Justice have recognized that the Supreme Court's reasoning in the *Bostock* decision applies to Title IX of the Education Amendments of 1972 (Title IX), and that Title IX prohibits discrimination against and harassment of students and school employees based on sex, including gender identity and sexual orientation;

WHEREAS, on March 8, 2023, the Michigan Legislature amended the Elliott-Larsen Civil Rights Act (effective 90 days after enactment) to expressly prohibit discrimination on the basis of sexual orientation and gender identity or expression:[1]

WHEREAS, failure to comply with the requirements of Title IX, the Elliott-Larsen Civil Rights Act, and other state and federal civil rights laws may expose the District to legal liability and jeopardize the District's federal funding;

WHEREAS, Lesbian, Gay, Bisexual, Transgender Questioning ("LGBTQ+") students experience high rates of bullying, victimization, harassment at school, as well as higher rates of anxiety and depression on the basis of their actual or perceived sexual orientation or gender identity:[2][3][4]

WHEREAS, creating a welcoming and safe school environment for our LGBTQ+ students, staff, Families and caregivers make our school community more welcoming and safe for all:[5]

WHEREAS, educational personnel are often sources of support, resources, and information to assist and support students and student learning, which includes their social and emotional health:[6]

NOW, THEREFORE, BE IT RESOLVED that the District prohibits discrimination, bullying, and harassment against all persons, whether student, family/caregiver of a student, or District employee, on the basis of actual or perceived sexual orientation, gender identity,

or gender expression, or the actual or perceived sexual orientation, gender identity, or gender expression of their associates;

NOW, THEREFORE, BE IT RESOLVED, we acknowledge that this Resolution of support for LGBTQ+ inclusivity within RCS is not complete with any one action but depends on a systematic shift in paradigms and by increasing the understanding of sexual and gender diversity, recognizing that this creation requires appropriate communication, professional development, collaboration with our labor partners, and a commitment from the Board, District staff, and students;

**NOW, THEREFORE, BE IT RESOLVED that the Rochester Community Schools Board of Education supports and affirms this resolution, and we are committed to this work;** that the Superintendent, or acting Superintendent will distribute or inform Principals, teachers, and families of this resolution, and make translations of this Resolution available on the district website.

AYES: Julie Alspach, Barb Anness, Michelle Bueltel, Kristin Bull, Jessica Gupta

NAYS: Carol Beth Litkouhi, Andrew Weaver

RESOLUTION DECLARED ADOPTED.

Signed, Jessica Gupta, Secretary, Board of Education

I hereby certify that the foregoing constitutes a true and complete copy of a resolution duly adopted by the Board of Education of Rochester Community Schools, Rochester, Michigan, at a regular meeting held on the 8 day of May, 2023, and that said meeting was conducted and public notice of said meeting was given pursuant to and in full compliance with the Open Meetings Act, being Act 267, Public Acts of Michigan, 1976, and that the minutes of said meeting were kept and will be or have been made available as required by said Act.

- [1]State of Michigan. Elliott Larsen Act (<https://www.michigan.gov/-/media/Project/Websites/mdcr/legal/public-act-453-of-1976-elliott-larsen.pdf?rev=778962c60c314c849814d5a560e5ad93>)
- [2]The Trevor Project. Facts About LGBTQ Youth (<https://www.thetrevorproject.org/resources/article/facts-about-lgbtq-youth-suicide/>)
- [3]*Pediatrics* (2018) 142 (4): e20182162. <https://doi.org/10.1542/peds.2018-2162> (<https://doi.org/10.1542/peds.2018-2162>)
- [4]Centers for Disease Control. <https://www.cdc.gov/lgbthealth/youth.htm> (<https://www.cdc.gov/lgbthealth/youth.htm>)
- [5]Russell ST, Bishop MD, Saba VC, James I, Ioverno S. Promoting School Safety for LGBTQ and All Students. *Policy Insights Behav Brain Sci*. 2021 Oct;8(2):160-166. doi: 10.1177/23727322211031938. Epub 2021 Sep 11. PMID: 34557581; PMCID: PMC8454913. Facts About LGBTQ Youth Suicide | The Trevor Project (<https://www.thetrevorproject.org/resources/article/facts-about-lgbtq-youth-suicide/>)
- [6]Leung, E., Kassel-Gomez, G., Sullivan, S. *et al*. Social support in schools and related outcomes for LGBTQ youth: a scoping review. *Discov Educ* 1, 18 (2022). <https://doi.org/10.1007/s44217-022-00016-9>  
(<https://doi.org/10.1007/s44217-022-00016-9>)

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# ROCHESTER COMMUNITY SCHOOLS BOARD OF EDUCATION

## RESOLUTION IN SUPPORT OF GUN SAFETY AND SAFE GUN STORAGE

February 13, 2023

WHEREAS, The safety and well-being of our students, teachers, and staff is a top priority in Rochester Community Schools;

WHEREAS, Firearm-related deaths is the leading cause of death among children and adolescents.[1]

WHEREAS, Rates of death from firearms among ages 14 to 17 are now 22.5% higher than motor vehicle-related death rates. In the U.S., middle and high school-age children are now more likely to die as a result of firearm injury than from any other single cause of death.[2]

WHEREAS, According to a report from the US Secret Service, in incidents of gun violence on school grounds, 76% of attackers acquired a firearm from the home of a parent or another close relative.[3]

WHEREAS, Nearly 22,000 Americans die by firearm suicide every year.[4]

WHEREAS, Research indicates that 46% of firearm owners who have children living in their homes do not safely store at least one of their weapons.[5]

WHEREAS, Evidence strongly suggests that secure firearm storage is an essential component of any effective strategy to keep our community safe.[6]

WHEREAS, Keeping students, teachers and staff safe from the threat of gun violence should be the responsibility of all adult stakeholders within our school district;

WHEREAS, In order to continue with preventative measures to increase student and school safety we must act now;

WHEREAS, the Board of Education and Superintendent acknowledge a safe living environment at home and in the community is paramount to overall student safety and wellbeing;

NOW, THEREFORE, BE IT RESOLVED, That the Board, Superintendent and staff will continue to work with local law enforcement agencies, medical and mental health agencies and partner organizations to collaborate and communicate the importance of secure storage of firearms;

BE IT FURTHER RESOLVED, That the Superintendent and staff shall periodically communicate the importance of safe firearm storage and other firearm safety and violence prevention measures to the district and community during gun violence awareness month and at other appropriate times;

BE IT FURTHER RESOLVED, That this Resolution shall not be construed to conflict with any existing Michigan or federal law.

AYES: Bueltel, Anness, Gupta, Bull, Litkouhi

NAYS: Weaver

RESOLUTION DECLARED ADOPTED.

Signed, Jessica Gupta, Secretary, Board of Education

I hereby certify that the foregoing constitutes a true and complete copy of a resolution duly adopted by the Board of Education of Rochester Community Schools, Rochester, Michigan, at a regular meeting held on the 13 day of February, 2023, and that said meeting was conducted and public notice of said meeting was given pursuant to and in full compliance with the Open Meetings Act, being Act 267, Public Acts of Michigan, 1976, and that the minutes of said meeting were kept and will be or have been made available as required by said Act.

- [1]<https://news.umich.edu/firearms-now-top-cause-of-death-among-children-adolescents-u-m-analysis-shows/> (<https://news.umich.edu/firearms-now-top-cause-of-death-among-children-adolescents-u-m-analysis-shows/>)
- [2]<https://labblog.uofmhealth.org/lab-report/facts-on-us-children-and-teens-killed-by-firearms> (<https://www.michiganmedicine.org/health-lab/facts-us-children-and-teens-killed-firearms>)
- [3][https://www.secretservice.gov/sites/default/files/2020-04/Protecting\\_Americas\\_Schools.pdf](https://www.secretservice.gov/sites/default/files/2020-04/Protecting_Americas_Schools.pdf) ([https://www.secretservice.gov/sites/default/files/2020-04/Protecting\\_Americas\\_Schools.pdf](https://www.secretservice.gov/sites/default/files/2020-04/Protecting_Americas_Schools.pdf))
- [4] Centers for Disease Control and Prevention, National Center for Health Statistics. National Vital Statistics System, Mortality 1999-2020 on CDC WONDER Online Database, released in 2021
- [5]<https://www.pewresearch.org/social-trends/wp-content/uploads/sites/3/2017/06/guns-report-for-website-pdf-6-21.pdf> (<https://www.pewresearch.org/social-trends/wp-content/uploads/sites/3/2017/06/guns-report-for-website-pdf-6-21.pdf>)
- [6][https://www.researchgate.net/publication/8030815\\_Gun\\_Storage\\_Practices\\_and\\_Risk\\_of\\_Youth\\_Suicide\\_and\\_Unintentional\\_Firearm\\_Injuries](https://www.researchgate.net/publication/8030815_Gun_Storage_Practices_and_Risk_of_Youth_Suicide_and_Unintentional_Firearm_Injuries) ([https://www.researchgate.net/publication/8030815\\_Gun\\_Storage\\_Practices\\_and\\_Risk\\_of\\_Youth\\_Suicide\\_and\\_Unintentional\\_Firearm\\_Injuries](https://www.researchgate.net/publication/8030815_Gun_Storage_Practices_and_Risk_of_Youth_Suicide_and_Unintentional_Firearm_Injuries))