



Book	Clark Pleasant Policy Manual
Section	Section 4000 - Students
Title	Transgender Students
Code	4004
Status	Active
Adopted	August 17, 2021

The School Board recognizes the importance of an inclusive approach toward transgender students regarding official records, confidential health and education information, communication, restroom and locker room accessibility, physical education, sports and extracurricular activities participation, and dress codes, in order to provide students with an equal opportunity for learning and achievement. The term transgender for purposes of this policy also includes nonbinary or any other term addressing gender identity that is different than the sex assigned at birth.

Privacy and Confidentiality

Staff members shall not disclose any information that reveals a student's gender identity to others, including parents or guardians and other staff members unless the student has authorized such disclosure or the information is contained in school records requested by a parent or guardian. This disclosure must be discussed with the student, prior to any action being taken by school personnel.

Prior to disclosing any such information about a transgender student, staff members should work with the student to discuss the manner, time, and message of this disclosure. This should include providing the student with any support services they may need to make the disclosure in a safe and supportive environment.

Media and Public Communications

When communicating to the media or community about issues related to gender identity or expression, the school corporation shall have a single spokesperson to address the issue. School staff members shall direct parents/guardians, the media, and other persons to the designated spokesperson. All personally identifiable and medical information shall be kept confidential, in accordance with state and federal privacy laws.

Names, Parent/Guardian Notification, School Records, and Pronouns

All students have the right to be addressed by a name, pronouns, and other terms that correspond to their gender identity. The student's request does not rely on whether a student has a legal name change or gender marker change on official documents. Staff members should always use the pronoun and name with which a student identifies or requests and are expected to respect a student's name and pronouns once they have been made aware of the student's request.

When requested by the student and/or their parent/guardian, a transgender student's name should be changed in the student database to reflect their affirmed gender.

If a student has not disclosed their gender identity to a parent/guardian, the database information cannot be changed; the student's affirmed name shall be noted as a "preferred name" in the system. Student documents other than the student's official transcript should reflect the student's request regarding their name and/or gender marker/pronouns. The student's legal name and/or gender should be used only where specifically required by law, including whether it is required for specific testing or reporting purposes.

Students may, upon request, have a diploma reissued with a name change after graduation. Official transcripts may be reissued upon request when a student's legal name has been changed by a court order or similar legal documentation.

School Facilities

With respect to all restrooms, locker rooms, or changing facilities, students shall have access to facilities that correspond to their gender identity, including where separate restrooms, locker rooms, or changing facilities for male and female students are maintained by the school corporation, provided all students are allowed equal access to facilities that are consistent with their gender identity.

Any student who is uncomfortable using a shared gender-segregated facility, regardless of the reason, shall be provided with a safe and non-stigmatizing alternative. Such alternatives shall only be provided to a student upon that student's request. Under no circumstances may students be required to use gender-segregated facilities that are inconsistent with their gender identity.

Schools shall designate any existing facilities that are designed to be used by one person at a time as accessible to all students regardless of gender. Under no circumstances shall a student be required to use a single-user facility because they are transgender. Schools are encouraged to assess ways to increase privacy for all students in existing facilities and to incorporate universal-design approaches for all-gender facilities with enhanced privacy in new construction or renovation.

Physical Education, Sports, and Extracurricular Activities

Students shall be permitted to participate in all physical education, athletics, and other extracurricular activities according to their gender identity. Participation shall not be conditioned by requiring legal or medical documentation.

Participation in interscholastic sports is governed by the Indiana High School Athletic Association (IHSAA). The school will implement the policies of the IHSAA accordingly.

Overnight School Trips

Students shall be allowed the use of an overnight facility that corresponds with their gender identity. Transgender students will be consulted in the planning process, to address any potential concerns and needs for privacy. When appropriate, a student's parent/guardian should also be consulted.

Under no circumstances should a transgender student be denied the opportunity to participate in any overnight trips or other opportunities based on overnight accommodations. No student should be required to be housed separately or in a manner that does not reflect their gender during any school-sponsored trip or event. The school shall make all efforts to accommodate any student who desires greater privacy in overnight trips.

Dress Code

Students have the right to dress in accordance with their gender identity within the constraints of the dress codes adopted by the school. Staff members must not enforce a dress code more strictly against any group of students, including transgender and gender-nonconforming students.