

Regulation 5000C: Preferred Name

1. PURPOSE

Minneapolis Public Schools values the diversity of its students, families and staff. To support that diversity and to show respect for the dignity of all persons, the district chooses to establish a means through which students may indicate their preferred name and pronouns to be used in their address to support their gender identity and expression.

2. REQUEST FOR PREFERRED NAME AND PRONOUN

- a. Any student in grades 6-12 may submit a request for the use of a preferred name and pronoun that varies from their given name or presumed pronoun in personal address and classroom and school internal communications so long as the preferred name and pronoun reference the gender identity that the student consistently uses at school or work. The request of a student which is not joined by the student's parent or guardian is confidential information about the student.
- b. Any parent of a student may submit a request for the use of a preferred name and pronoun for their child that varies from the student's given name or presumed pronoun in district communications and personal address so long as the preferred name and pronoun reference the gender identity that the person consistently uses at school.
- c. Upon notice that a student or the parent of a student has submitted a request for preferred name and pronoun, district personnel shall use the preferred name and pronoun in common address and informal communications with the student.
- d. Upon notice that a parent of a student has submitted a preferred name request or joined the request of their child, district personnel shall use the preferred name and pronoun in common address and non-legal communications with the parents and student.
- e. Legal records regarding students shall be retained in the original name established for the student regardless of subsequent requests for use of preferred name until such time as a valid name change decree or amended birth certificate are produced by the student or parent. Upon production of a change of name decree from a court of competent jurisdiction, the legal records of the student shall be changed to reflect the new name of the individual.
- f. Preferred names requested must not be vulgar or obscene in nature, and should be appropriate to the school environment. Preferred names that are 'nicknames' or shortened versions of the student's given name may be requested, although informal arrangements or requests to use a nickname or shortened version of the student's given name are also permissible.
- g. Persistent refusal to use the preferred name and pronoun of a student who has made, or whose parents have made, a request to change the name or pronoun of the student under this regulation shall be a violation of the equal opportunity in education policy of the district. Such violations shall result in progressive discipline of the offending employee according to district procedures, and the terms of any collective bargaining agreement or contract to which the offender is a party.

Legal References:

- 42 U.S.C. § 2000e et seq. (Title VII of the Civil Rights Acts of 1964, and 1991)
- Minn. Stat. Ch. 363A (Minnesota Human Rights Act)
- Minneapolis Code of Ordinances Title 7, Chapter 139 et seq. (Civil Rights)

MPS Policy Cross References:

- Policy 4000 (Equal Employment Opportunity)
- Policy 4002 (Harassment and Violence Prohibition)
- Policy 5000 (Equal Education Opportunity)