

	Records	Use of requested Name and Pronoun	Parent/Legal Guardian Involvement	Facilities	Athletics
LEA1 - Guidance	Official records reflect the student’s legal name and biological sex, as shown on the student’s official birth certificate (or as changed by a court order). If a parent/guardian signs a notarized "Name Change Affidavit" that new name becomes the official student’s name for the district. Unofficial records , to the extent possible, reflect the preferred name and gender identity of the student if both the student and parent/guardian request.	School administration meets with the student and parent/guardian. If the request is made by both for a different name or pronoun, school administration will inform the school staff with a "need to know" about the approved accommodation. (Note: If a "Name Change Affidavit" is submitted, the preferred name becomes both official and unofficial. However, at present, the use of pronouns associated with a preferred gender identity is only for unofficial use. The pronouns in all official records will reflect the gender on the official birth certificate.)	Parent/guardian permission is required to request the use of a preferred name (either unofficially following a conversation with school administration or officially using the "Name Change Affidavit.") Parent/guardian permission is required to request a gender identity change and the use of pronouns not associated with the gender on the official birth certificate. Generally, a parent/guardian is already aware of their student’s gender identity and transition status. If not, school personnel should work closely with the student to assess barriers to parental participation and to consider the health, wellbeing, and safety of the student prior to parent notification.	School administration should consider the desires of the transgender student, parent/guardian, and the privacy interests of other students. Various options should be discussed, including, but not limited to allowing the transgender student to use the facilities corresponding with the gender identity, the use of single-use restrooms, and/or using an alternate changing schedule. School administration should consult with the District Title IX Director and School Supervisor.	Generally, students should be permitted to participate in physical education and intramural sports in accordance with the student’s gender identity that is consistently asserted at school. For interscholastic sports, USHAA guidelines are applied, and participation resolved on a case-by-case basis.
LEAs 2-12 - Model Policy	Official records reflect birth certificate or as changed by court order. Unofficial records reflect the preferred name and gender identity of the student.	Student choice: transgender boys shall be referred to using “he” “his” and “him” and transgender girls shall be referred to using “she” and “her.” Transgender status shall not be disclosed without the student’s consent except or as expressly authorized by the Superintendent following such legal consultation as the Superintendent determines is appropriate.	Given consideration when determining facility usage.	School administrator considers desires of the transgender student, parents, and privacy interests of other students. Options provided to allow the transgender student to use the facilities corresponding with the gender identity. Other potential accommodations include the use of single user restrooms or changing spaces or using facilities at a different time than other students. Administrators should consult with the Superintendent and as appropriate with legal counsel.	USHAA guidelines or other unspecified organizations/entities. The school shall not disclose the transgender student’s identity to UHSAA without the consent of the student and the student’s parents.

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LEA13 - Guidance	<p>Official record includes information on birth certificate. These include standardized tests and reports to the USBE. Documentation of court order or altered birth certificate required to alter permanent record.</p> <p>Unofficial records, such as yearbooks, school IDs, and daily assignments may reflect the preferred name and gender identity that is entered into the District's Student System as "preferred" and is consistently asserted at school by the student.</p>	<p>To the extent that the school is not legally required to use a student's legal name or gender on school records and other documents, the school should use the name and gender, including pronouns, preferred by the student.</p>	<p>School personnel should not disclose information that may reveal a student's transgender status. Disclosing confidential student information to other employees, students, parents of other students, or other third parties may violate privacy laws, including but not limited to FERPA. Transgender students have the ability, as do all students, to discuss and express their gender identity and expression openly and decide when, with whom, and how much of their private information to share with others. Families can be involved in devising an appropriate plan regarding the confidentiality of the student's transgender status that works for both the student and the school.</p>	<p>A transgender student who expresses a need or desire for increased privacy should be provided with reasonable alternative arrangements. Reasonable alternative arrangements may include the use of a private area, or a separate changing schedule, or use of a single stall restroom or dressing room. Any alternative arrangement should be provided in a way that protects the student's ability to keep his or her transgender status confidential. A transgender student should not be required to use a locker room or restroom that conflicts with the gender identity consistently asserted at school by the student.</p>	<p>Generally, students should be permitted to participate in physical education and intramural sports in accordance with the student's gender identity that is consistently asserted at school. For interscholastic sports USHAA guidelines are applied and participation resolved on a case-by-case basis.</p>
LEA14	<p>Official records reflect birth certificate or as changed by court order. Unofficial records reflect the preferred name and gender identity of the student if both the student and parent request.</p>	<p>The principal meets with both the student and parent/guardian. If the request is made by both the student and the parent/guardian to utilize a different name or pronoun, the principal will inform the school staff; accordingly, noting that this is all in regard to unofficial records.</p>	<p>Any decisions or actions taken regarding a student or a student's request involves the parent/guardian.</p>	<p>The school administrator considers desires of the transgender student, parents, and privacy interests of other students. Options provided to allow the transgender student to use the facilities corresponding with the gender identity with accommodations include the use of single user restrooms or changing spaces or using facilities at a different time than other students. Administrators should consult with the District Title IX Director and Assistant Superintendent who will consult with legal as needed.</p>	<p>Generally, students should be permitted to participate in physical education and intramural sports in accordance with the student's gender identity that is consistently asserted at school. For interscholastic sports USHAA guidelines are applied and participation resolved on a case-by-case basis.</p>

Final Draft LEA gender policy, guidance, or practice matrix

	Records	Use of requested Name and Pronoun	Parent/Legal Guardian Involvement	Facilities	Athletics
LEA15 - Model Policy	<p>Official records - Any legal document the LEA provides such as transcripts, diplomas, etc. will list the legal, given first name and/or gender- not the preferred name and/or gender. Unofficial records - LEA will accommodate preferred name and/or gender change requests without legal documentation for records maintained by the LEA, such as report cards, class lists, other informal district documents, etc. Parent/legal guardian, 18+ student, or emancipated student needs to make the request through student services.</p>	<p>LEA will accommodate name and/or gender change requests. Parent/legal guardian, 18+ student, or emancipated student needs to make the request through a form submitted to student services.</p>	<p>Parent/legal guardian permission required to change preferred name and/or gender for students under 18.</p>	<p>USHAA guidelines or other unspecified organizations/entities.</p>	<p>USHAA guidelines or other unspecified organizations/entities. The school shall not disclose the transgender student's identity to UHSAA without the consent of the student and the student's parents.</p>

	Records	Use of requested Name and Pronoun	Parent/Legal Guardian Involvement	Facilities	Athletics
<p>LEA16 - Model Policy</p>	<p>Official records, such as a student’s permanent record, diploma, and standardized test scores shall reflect birth certificate or as changed by court order. Unofficial records may reflect the student’s preferred name/pronoun (e.g., school yearbooks, ID cards, daily school assignments). The district and individual schools should only collect and maintain information about students’ gender when necessary. Documentation for accommodations should not be kept in the student’s cumulative file.</p>	<p>Principals approve accommodation requests. Once an accommodation request is granted, the principal will take steps to ensure that the accommodation is implemented and followed. For example, if a student is granted the reasonable accommodation of being addressed with a different pronoun, the principal shall inform the student’s teachers and appropriate district staff of the accommodation to be provided. Accommodation requests are dependent on age of the child.</p>	<p>The age of the student will impact the school’s involvement of parents; however, parental participation is not required for a student to request an accommodation. Students are informed that parents will be made aware of any accommodation that is granted and are encouraged to include their parents in the process. Parental involvement addressed on a case-by-case basis. The paramount consideration is the health and safety of the student, while also making sure that the student’s gender identity is affirmed in a manner that maintains privacy and confidentiality. Grades K-5: Generally, the parent or guardian will inform the school of an impending transition. However, it would be appropriate to approach the parent of an elementary school student if school personnel believe that a gender identity or expression issue is presenting itself at school and creating difficulty for the student. Grades 6-12: Generally, notification from students’ parents about their students’ gender identity, gender expression, or transition is unnecessary.</p>	<p>A transgender or gender nonconforming student may not be required to use a locker room or restroom that conflicts with the student’s gender identity. An alternative arrangement for a transgender or gender nonconforming student should be provided in a way that protects the student’s ability to keep their transgender status private. Reasonable alternative arrangements for increased privacy options are listed.</p>	<p>Generally, students should be permitted to participate in physical education and intramural sports in accordance with the student’s gender identity that is consistently asserted at school. For interscholastic sports USHAA guidelines are applied and participation resolved on a case-by-case basis.</p>

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LEA17 - Model Policy & Practice	Official records reflect birth certificate or as changed by court order. Unofficial records reflect the preferred name and gender identity of the student.	To change student’s name to be reflected in unofficial records, a student and parent/legal guardian must complete a Name Change Affidavit, which can be obtained from and submitted to the Office of Planning and Enrollment. Parent/Legal Guardians wishing to change a student’s gender identity on the student information system (SIS) must make a request through their student’s school. School administrators or their designees are responsible for updating the gender identity field in the SIS.		A transgender or gender nonconforming student may not be required to use a locker room or restroom that conflicts with the student’s gender identity. An alternative arrangement for a transgender or gender nonconforming student should be provided in a way that protects the student’s ability to keep their transgender status private. Reasonable alternative arrangements for increased privacy options are listed.	Generally, students should be permitted to participate in physical education and intramural sports in accordance with the student’s gender identity that is consistently asserted at school. For interscholastic sports USHAA guidelines are applied and participation resolved on a case-by-case basis.
LEA18 - Practice	Official records such as any legal document, transcript, standardized testing material and/or court order retain the student’s legal name. Unofficial records such as classroom rolls, yearbook, ID cards reflect a student’s preferred name.	Administrators work with students and families regarding requests for name or pronoun changes. Informally, students are called by their preferred names upon request; administrators work with parents and students for any formal changes in our student information system.	Administrators work with students and families to support their individual needs. The age of the child is considered, and family involvement is encouraged throughout the process.	Administrators work with families on a case-by- case basis. School level and district level administrators conduct a site visit to determine a plan for facilities use. The plan considers both transgender and cisgender students’ privacy.	The LEA follows the guidance put forth by the UHSAA regarding this matter.
LEA19 - Model Policy	The official records of the student shall reflect the student’s legal name and gender, which is the name and gender listed on the student’s birth certificate or as changed by court order. Access to this portion of official student records shall be restricted to maintain the confidentiality of a student’s transgender status. The unofficial records of the student shall reflect the preferred name and gender identity of the student as agreed upon by the student’s parents and/or guardians.	Not very specific in policy, but student privacy is addressed. School personnel must take reasonable steps to protect students’ privacy related to their transgender status, including their birth name or sex assigned at birth. When appropriate, school personnel should work closely with the student and parent in devising an appropriate plan regarding the confidentiality of the student’s transgender status.	When appropriate, school personnel should work closely with the student and parent in devising an appropriate plan regarding the confidentiality of the student’s transgender status.	School administrator shall take into consideration the desires of the student’s parents as well as the privacy interests of other students and the parents of other students. Potential accommodations include use of single user restrooms or changing spaces or using facilities at a different time than other students. If the desired use by the transgender student is in significant conflict with privacy interests of other students, the school principal should consult with the Executive Director.	School participation in statewide competitive sports governed by the Utah High School Activities Association (UHSAA) will be resolved on a case-by-case basis by applying the UHSAA policies and appeal procedures

	Records	Use of requested Name and Pronoun	Parent/Legal Guardian Involvement	Facilities	Athletics
LEA20 - Practice	<p>Official records reflect birth certificate or as changed by court order.</p> <p>Unofficial records may reflect the preferred name and gender identity of the student if both the student and the parent so request.</p>	<p>A school administrator will meet with the student and the student’s parent/guardian. If the request is made by both the student and the student’s parent/guardian to utilize a different name or pronoun, the school administrator will inform the school staff accordingly. Staff shall then make reasonable efforts to address students by their preferred names, and by the pronouns associated with the identified gender.</p>	<p>The LEA believes that parents have the inherent responsibility, “and fundamental right and duty to exercise primary control over the care, supervision, upbringing, and education of their children; and the state’s role is secondary and supportive to the primary role of a parent” (Utah Code 62A-4a-121). As such, it is the practice of the LEA that decisions or actions taken regarding a student involve the parent/guardian.</p>	<p>The school administrator considers the desires of the student, parents, and privacy interests of other students. Options are provided to allow the transgender student to use the facilities corresponding with the gender identity include the use of single-user restrooms or changing spaces or using facilities at a different time than other students. If the desired use by the transgender student conflicts with privacy interests of other students, the school administrator should consult with the charter director who will consult with legal counsel, as needed.</p>	<p>Participation by students in activities under the oversight of the Utah High School Activities Association is subject to UHSAA rules and policies. Where a transgender student wishes to participate in a gender-segregated UHSAA sport or activity according to gender identity rather than assigned gender, the school shall communicate to the student and the parent the requirements published in the UHSAA policy manual. If all UHSAA requirements are met, the school may include the student on the appropriate team roster submitted to UHSAA.</p>
LEA21 - Model Policy	<p>A student may ask for accommodations regarding their unofficial records. Such requests may include changing a student’s unofficial record to reflect the student’s preferred name and/or gender identity such as in yearbooks, school emails, and on daily assignments; changing a student’s unofficial record to reflect the student’s preferred pronoun and identified gender; and/or addressing a student by the student’s preferred name and preferred pronouns.</p>	<p>Faculty and staff are expected to respect the preferred name and preferred pronouns once accommodations are requested and have been processed in the unofficial records. It is understood that errors may be made during this process but will be corrected by faculty and staff when brought to their attention. A student’s transgender status shall not be disclosed without the student’s consent except as expressly authorized by the Executive Director following such legal consultation when it is appropriate.</p>	<p>Parental involvement should be addressed on a case-by-case basis. Students should be reminded that parents will have access to see preferred names and pronouns and parents may witness students being called by preferred names and pronouns if it is requested by the student that they are changed in unofficial records. The school must balance the goal of supporting the student with the requirement that parents be kept informed about their children.</p>	<p>Administrators take into consideration the desires of the individual transgender student and of the student’s parents as well as the privacy interests of other students. In addition to having the individual transgender student use the facilities (i.e., restrooms, changing rooms, etc.) corresponding with the gender identity, potential accommodations include use of single user restrooms or changing spaces or using facilities at a different time than other students. If the desired use by the individual transgender student is in significant conflict with privacy interests of other students, administrators may consult with appropriate legal counsel.</p>	<p>No athletics</p>

	Records	Use of requested Name and Pronoun	Parent/Legal Guardian Involvement	Facilities	Athletics
<p>LEA22 - Model Policy</p>	<p>The official records of a student, such as a student’s permanent record, diploma, and standardized test scores shall reflect the student’s legal name and gender, which is the name and gender listed on the student’s birth certificate or as changed by court order. Students may ask for accommodations regarding their unofficial records. Such requests may include changing a student’s unofficial record to reflect the student’s preferred name, such as in school yearbooks, on ID cards, and on daily school assignments; changing a student’s unofficial record to reflect the student’s preferred pronoun and identified gender; and/or addressing a student by the student’s preferred name and consistent with preferred pronouns.</p>	<p>If an accommodation request is granted, the principal will take steps to ensure that the accommodation is implemented and followed. For example, if a student is granted the reasonable accommodation of being addressed with a different pronoun, the principal shall inform the student’s teachers and appropriate staff of the accommodation. School personnel must take reasonable steps to protect students’ privacy related to their transgender status, including their birth name or sex assigned at birth. Nonconsensual disclosure of personally identifiable information, such as a student’s birth name or sex assigned at birth, could be harmful to or invade the privacy of transgender students and may also violate the Family Educational Rights and Privacy Act (“FERPA”) and the Student Data Protection Act. A school may maintain records with this information, but such records should be kept confidential.</p>	<p>Students may choose to have their parents participate in this process; the age of the student will impact the school’s involvement of parents; however parental participation is not required for a student to request an accommodation. When appropriate, school personnel should work closely with the student and parent in devising an appropriate plan regarding the confidentiality of the student’s transgender status. Parental involvement should be addressed on a case-by-case basis, and the school must balance the goal of supporting the student with the requirement that parents be kept informed about their children. The paramount consideration in such situations should be the health and safety of the student, while also making sure that the student’s gender identity is affirmed in a manner that maintains privacy and confidentiality.</p>	<p>A transgender or gender nonconforming student may not be required to use a restroom that conflicts with the student’s gender identity. An alternative arrangement for a transgender or gender nonconforming student should be provided in a way that protects the student’s ability to keep their transgender status private. An accommodation regarding the use of facilities, including restrooms by students, requires that the principal consider numerous factors, including, but not limited to the student’s preference; the student’s privacy; the effects on the social integration of the transgender or gender nonconforming student; and the desired result of minimizing stigmatization of the student. ANY student may express a need or desire for increased privacy in restroom usage. Reasonable alternative arrangements may include: the use of a private area to change; the implementation of a separate changing schedule; the use of the front office restroom; or the use of a single stall restroom.</p>	<p>No athletics</p>

Final Draft LEA gender policy, guidance, or practice matrix

	Records	Use of requested Name and Pronoun	Parent/Legal Guardian Involvement	Facilities	Athletics
LEA23 - Practice	Official records reflect birth certificate or as changed by court order. Unofficial records reflect the preferred name and gender identity of the student if both the student and parent request.	If parent permission is given, staff will address a student by their preferred pronouns/gender identity.		It is requested that students who prefer to use a facility that is different from their sex assigned at birth use a gender neutral facility.	No athletics
LEA24 - Practice	Official records reflect birth certificate or as changed by court order. Unofficial records reflect the preferred name of the student if both the student and parent request.	If the student requests it, staff with address a student by their preferred gender identity.	Generally, the parent gives verbal consent regarding a student's preferred name.	It is requested that students who prefer to use a facility that is different from their sex assigned at birth use a gender neutral facility.	No athletics

	Records	Use of requested Name and Pronoun	Parent/Legal Guardian Involvement	Facilities	Athletics
LEA25 - Model Policy	The official records of a student, such as a student’s permanent record, diploma, and standardized test scores shall reflect the student’s legal name and gender, which is the name and gender listed on the student’s birth certificate or as changed by court order. Students may ask for accommodations regarding their unofficial records. Such requests may include changing a student’s unofficial record to reflect the student’s preferred name, such as in school yearbooks, on ID cards, and on daily school assignments; changing a student’s unofficial record to reflect the student’s preferred pronoun and identified gender; and/or addressing a student by the student’s preferred name and consistent with preferred pronouns.	School personnel must take reasonable steps to protect students’ privacy related to their transgender status, including their birth name or sex assigned at birth. Nonconsensual disclosure of personally identifiable information, such as a student’s birth name or sex assigned at birth, could be harmful to or invade the privacy of transgender students and may also violate the Family Educational Rights and Privacy Act (“FERPA”) and the Student Data Protection Act. A school may maintain records with this information, but such records should be kept confidential.	Students may choose to have their parents participate in this process; the age of the student will impact the school’s involvement of parents; however parental participation is not required for a student to request an accommodation. When appropriate, school personnel should work closely with the student and parent in devising an appropriate plan regarding the confidentiality of the student’s transgender status. Parental involvement should be addressed on a case-by-case basis, and the school must balance the goal of supporting the student with the requirement that parents be kept informed about their children. The paramount consideration in such situations should be the health and safety of the student, while also making sure that the student’s gender identity is affirmed in a manner that maintains privacy and confidentiality.	A transgender or gender nonconforming student may not be required to use a restroom that conflicts with the student’s gender identity. An alternative arrangement for a transgender or gender nonconforming student should be provided in a way that protects the student’s ability to keep their transgender status private. An accommodation regarding the use of facilities, including restrooms by students, requires that the principal consider numerous factors, including, but not limited to the student’s preference; the student’s privacy; the effects on the social integration of the transgender or gender nonconforming student; and the desired result of minimizing stigmatization of the student. ANY student may express a need or desire for increased privacy in restroom usage. Reasonable alternative arrangements may include: the use of a private area to change; the implementation of a separate changing schedule; or the use of a single stall restroom.	Transgender and gender nonconforming students are to be provided the same opportunities to participate in physical education as are all other students. Generally, students should be permitted to participate in physical education and intramural sports in accordance with the student’s gender identity that is consistently asserted at school. District participation in state-wide competitive sports governed by the Utah High School Activities Association (“UHSAA”) will be resolved on a case-by-case basis by applying the UHSAA policies and appeal procedures. Therefore, the district is bound by UHSAA’s policies and must comply with them to maintain our membership status. UHSAA has established a Transgender Participation Policy that it states is “for the protection of competitive balance and the integrity of women’s sports.”
LEA26 - Practice	Official records reflect legal documents such as birth certificate and/or court documents. Unofficial records such as preferred name in SIS reflect the preferred name of the student if both the student and parent request.	If the student requests with parental consent, then teachers and staff use the preferred pronouns. Parent consent must be in writing.	Parental written consent.	Accommodations to use a gender neutral restroom are made with the student and parent if the student desires to use a restroom that is different from their gender assigned at birth.	Students can participate in sport teams that are aligned with students’ official records in regard to gender.

	Records	Use of requested Name and Pronoun	Parent/Legal Guardian Involvement	Facilities	Athletics
LEA27 - Practice	Official records reflect the birth certificate/legal name. Unofficial records reflect the preferred name of the student.	School staff are expected to address a student by their preferred name and gender identity if the student requests it.	Often the parent is involved in making the requests for preferred name and gender, but not always. Preferred name can be entered when the parent completes registration. Preferred names entered in the SIS are accessible to parents and appear on attendance reports, progress reports, id cards, yearbook, etc.	Students are permitted to use the restroom they are comfortable using. Students can choose to use the gendered restroom they identify with or the gender neutral restroom.	Charter League guidelines
LEA28 - Practice	Official records reflect the birth certificate/legal name	If the student and their guardian's parents request a preferred gender identity, administration lets the staff know that work with that child.	Administration and the teachers communicate with the parents about their preferences.	The decision of which restroom to use is made by the staff and the parents. Gender neutral facilities are available to those who need/want them.	No athletics
LEA29 - Practice	Official records reflect the birth certificate or as changed by court order. Unofficial records reflect the preferred name as decided by the student and/or parent.	Students may request which pronoun they prefer to use. Preference will not be disclosed without the student's consent. Staff address a student by their preferred pronoun upon request and with the student's consent.	Parent's give verbal consent regarding a student's preferred name and pronouns.	A single stall restroom or dressing room is available for students who desire privacy.	Follows guidelines and requirements as defined by the Utah Charter and Small Schools Athletic League.
LEA30 - Practice	Official records reflect legal documents such as birth certificate and/or court documents. Unofficial records such as preferred name in SIS reflect the preferred name of the student if both the student and parent request.	If the student requests with parental consent, then teachers and staff use the preferred pronouns.	Administration and teachers communicate with parents and students about requests. Parents have the final say since our students are younger than 12 years old.	Students can use any restroom.	No athletics
LEA31 - Practice	Official records reflect the birth certificate or as changed by court order. Unofficial records reflect the preferred name as decided by the student and parent.	If the parent makes a request, the teachers and staff will use the preferred pronouns.	Parental written consent.	Gender neutral restroom made available to all students. Otherwise, the student uses the restroom from the gender assigned at birth.	No athletics
LEA32 - Practice	Official records reflect the birth certificate/legal name. Unofficial records reflect the preferred name of the student.	If parent and student make request, preferred pronouns will be used.	Parental written consent.	Online school.	No athletics

Final Draft LEA gender policy, guidance, or practice matrix

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LEA33 - Practice	Official records reflect the birth certificate or as changed by court order. Unofficial records reflect the preferred name as decided by the student and/or parent.	If the student requests with parental consent, then teachers and staff use the preferred pronouns. Parent consent must be in writing.	Parental written consent.	Gender neutral restroom made available to all students. Otherwise, the student uses the restroom from the gender assigned at birth.	No athletics
LEA34 - Practice	Official records reflect the birth certificate or as changed by court order. Unofficial records reflect the preferred name as decided by the scholar and parent.	If the parent makes a request, the teachers and staff will use the preferred pronouns.	Parental written consent.	Gender neutral restroom made available to all students. Otherwise, the student uses the restroom from the gender assigned at birth.	No athletics

	Records	Use of requested Name and Pronoun	Parent/Legal Guardian Involvement	Facilities	Athletics
<p>LEA35 - Model Policy</p>	<p>The official records of a student, such as a student’s permanent record, diploma, and standardized test scores shall reflect the student’s legal name and gender, which is the name and gender listed on the student’s birth certificate or as changed by court order. Students may ask for accommodations regarding their unofficial records. Such requests may include changing a student’s unofficial record to reflect the student’s preferred name, such as in school yearbooks, on ID cards, and on daily school assignments; changing a student’s unofficial record to reflect the student’s preferred pronoun and identified gender; and/or addressing a student by the student’s preferred name and consistent with preferred pronouns.</p>	<p>Requests for accommodation shall be evaluated by determining the reasonableness of any given situation. A student’s expression of transgender identity involves more than a casual declaration of gender identity or expression but does not require medical documentation. Since individual circumstances, needs, programs, facilities, and resources may differ; administrators and school personnel are expected to consider the needs of the individual on a case-by-case basis. Requests for accommodation should routinely be granted absent extraordinary circumstances. If an accommodation request is granted, the principal will take steps to ensure that the accommodation is implemented and followed. For example, if a student is granted the reasonable accommodation of being addressed with a different pronoun, the principal shall inform the student’s teachers and appropriate staff of the accommodation to be provided.</p>	<p>Parental involvement addressed on a case-by-case basis. The age of the student will impact the school’s involvement of parents; however, parental participation is not required for a student to request an accommodation. School personnel work closely with the student and inform them that parents will be made aware of any accommodation that is granted and are encouraged to include their parents in the process. The paramount consideration is the health and safety of the student, while also making sure that the student’s gender identity is affirmed in a manner that maintains privacy and confidentiality. Grades K-5: Generally, the parent or guardian will inform the school of an impending transition. However, it would be appropriate to approach the parent of an elementary school student if school personnel believe that a gender identity or expression issue is presenting itself at school and creating difficulty for the student. Grades 6-12: Generally, notification from students’ parents about their students’ gender identity, gender expression, or transition is unnecessary. Overall, parents can be a source to verify the gender identity or expression of their student, if necessary.</p>	<p>A transgender or gender nonconforming student may not be required to use a restroom that conflicts with the student’s gender identity. An alternative arrangement for a transgender or gender nonconforming student should be provided in a way that protects the student’s ability to keep their transgender status private. An accommodation regarding the use of facilities, including restrooms by students, requires that the principal consider numerous factors, including, but not limited to the student’s preference; the student’s privacy; the effects on the social integration of the transgender or gender nonconforming student; and the desired result of minimizing stigmatization of the student. ANY student may express a need or desire for increased privacy in restroom usage. Reasonable alternative arrangements may include: the use of a private area to change; the implementation of a separate changing schedule; or the use of a single stall restroom.</p>	<p>No athletics</p>

	Records	Use of requested Name and Pronoun	Parent/Legal Guardian Involvement	Facilities	Athletics
LEA36 - Practice	Official records reflect the birth certificate or as changed by court order. Unofficial records reflect the preferred name as decided by the student and parent.	Students may request which pronoun they prefer to use. Preference will not be disclosed without the student's and parent's consent. Staff address a student by their preferred pronoun upon request and with the student's and parent's consent.	Parent's give verbal consent regarding a student's preferred name and pronouns. This consent is verified through email with the parent.	A single stall restroom or dressing room is available for students who desire privacy.	Follow guidelines and requirements as defined by the Utah Charter and Small Schools Athletic League.
LEA37 - Practice	Official records reflect birth certificate or as changed by a court order. Unofficial records are preferred name as decided by student and parent	Parents and students may request preferred use. Staff will address students by preferred pronoun with student and parent consent	Parental written consent	Gender neutral restroom made available to all students. Otherwise, the student uses the restroom from the gender assigned at birth.	No athletics

	Records	Use of requested Name and Pronoun	Parent/Legal Guardian Involvement	Facilities	Athletics
LEA38 - Practice			<p>Option 1: parents are involved and either approve of, or request, a meeting with school administration: A plan is developed for student transition and communicate to all interested parties. Option 2: Parents are not involved or aware of the transition regardless of reason. Responding teacher will encourage the student to work with the trained counselor. If the student does not want to work with the school counselor, the responding teacher will do their best to support student without encouraging/discouraging choices. Teacher will also explain their own and the school's limitations. If student speaks with counselor, counselor will discuss the impact of the family as well as other avenues of support as well as the school's plan and limitations. If student decides to include family the school counselor becomes the main point of contact for the process and final plan If student decides to not include family the school counselor becomes the main point of contact for the process and final plan. The counselor will also discuss the school limitations and the potential for other parties to learn about transition.</p>		

	Records	Use of requested Name and Pronoun	Parent/Legal Guardian Involvement	Facilities	Athletics
LEA39 - Practice	Official records reflect birth certificate or as changed by a court order. Unofficial records are preferred name as decided by student and parent	If parent and student make request, preferred pronouns will be used.	Parental written consent.	Gender neutral/single stall restroom is available to all students if requested otherwise students use restroom for gender assigned at birth	
Mandatory Reporting	All districts maintain that school employees must immediately report to law enforcement or DCFS if they have reason to believe that a child is, or has been, subjected to abuse or neglect. Some LEAs include reporting when there is reason to believe that a child is, or has been, the subject of incest, molestation, sexual exploitation, sexual abuse, physical abuse, or neglect, or observes a child being subjected to conditions or circumstances which would reasonably result in such. Other LEAs state that investigation by school employees prior to submitting a report should not go beyond that necessary to support a reasonable belief that a reportable problem exists. The majority maintain that it is not the responsibility of principals or other school employees to prove that the child has been abused or neglected, or to determine whether the child needs protection. The majority maintain that school employees must maintain student anonymity and not contact the child’s parents. Definition of abuse and neglect <u>Utah Code 80-1-102</u>				