

Responding to Transgender Students' Requests

Big Ideas

- Because of the sheer variety of circumstances regarding LGBTQIA+ students and families, we work with each student individually and **work on a case-by-case basis**.
- You may not agree with the student, but please do not let your body language communicate that. Be mindful of how the student receives your response.
- You may 100% agree with the student, but please do not overstep the procedures.

Legal and USBE guidance and directives

- Legal Questions
 - Are we legally obligated to tell parents about a student's transgender status?
 - Legally, No
 - Are we legally prohibited from telling parents about a student's transgender status?
 - Legally, No.
- USBE Directive
 - In a letter to educators last year, State Superintendent Dickson directed all educators NOT to ask students their preferred pronouns/names as part of any lesson, activity, or survey. That directive remains in effect.

Practices and Procedures for Teachers and Staff

Disclosing Preferred Name and Pronoun

Q: If a student asks me to please use the student's preferred name and/or pronoun, do I have to have parent *consent* or *do I need to tell parents before doing so?*

A: No. Nothing in the law requires consent from a parent prior to using a preferred name or pronoun when addressing a student. **HOWEVER, as a teacher/staff, the procedure is to contact your administrator. They will work with the student on this.**

Procedure:

- Thank you for sharing this with me.
- Have you spoken to an administrator about your request?
- If yes, check MyStudent and with the administrator to confirm.
- If not, let the student know that our procedure is to have administration work with students to fulfill their request.
- Please let the student know that you cannot do anything formally to change their pronoun or preferred name. An administrator is the person who does that.

Teacher responsibility:

1. To acknowledge and thank the student for coming to you with the request.
2. Check MyStudent to see if there has already been a change to the student's name.
3. Refer to administration
 - a. Talk to your admin ASAP, and let them know of the student's request.
 - b. The administration will work quickly to support the student.
 - i. In the meantime, please refer to the student by their name (in the case of a preferred pronoun)
 - ii. In the case of a preferred name change, please let the student know that there is a process to change a name, and you will need to speak to the admin. before making any changes in the classroom.
4. Follow up with administration.
 - a. Remember never say "Yes, always or No, never"
 - b. Each case has been different!

Facility Use and Travel Requests

Q: If a student asks to use a specific facility (locker room, bathroom) or makes a request for an event (nationals, overnight events), what should I do?

A: **Follow the same procedure and contact your administrator. They will work with the student on this.**

Please remember, communicate, communicate, communicate with your administrator!