

Board Policy with Guidelines

Subject: **Transgender Students**

Transgender Students Definitions

1. **“Assigned gender.”** This is the gender designated at the time of birth and may also be thought of as the gender corresponding to the individual’s original physiology, or biological gender.
2. **“Gender identity.”** This is the individual’s internal sense of gender, and **“identified gender”** refers to the gender that matches this internal sense. Gender identity can be shown by information including but not limited to medical history, care or treatment of the gender identity, consistent and uniform assertion of the gender identity, or other evidence that the gender identity is sincerely held, part of a person's core identity, and not being asserted for an improper purpose.
3. **“Gender expression”** means the external cues or indications used to communicate gender to others, such as behavior, clothing, hairstyles, activities, voice, mannerisms, or body characteristics.
4. **“Transgender”** means that an individual’s assigned gender differs from the individual’s gender identity.
5. **“Transgender boy”** (or **“transgender man”**) is an individual whose assigned gender is female but whose gender identity is male.
6. **“Transgender girl”** (or **“transgender woman”**) is an individual whose assigned gender is male but whose gender identity is female. *Utah Code § 34A-5-102 (1)(o) (2016)*

Records and References

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. *Utah Code § 26-2-11 (1995) Utah Code § 42-1-1 (1933)*

Any changes to the unofficial records of the student require written parental consent. Once such consent is received, the unofficial records of the student shall reflect the preferred name and gender identity of the student. Students shall be addressed or referred to by the pronouns associated with the identified gender: transgender boys shall be referred to using “he” “his” and “him” and transgender girls shall be referred to using “she” and “her.”

A student’s transgender status shall not be disclosed without the consent of the student and the student’s parents except as expressly authorized by the superintendent following such legal consultation as the superintendent determines is appropriate.

Facilities

In determining which gender-segregated school facilities (restrooms and locker rooms) are to be used by transgender students, the school administrator shall take into consideration the desires of the transgender student and of the student’s parents as well as the privacy interests of other students. In addition to having the transgender student use the facilities 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 transgender student is in significant conflict with privacy interests of other students, the school administrator should consult with the superintendent and as appropriate with legal counsel.

Classes and Activities

When classes or intramural activities are segregated by gender, transgender students are to be grouped according to the student’s gender identity. Where students are grouped according to qualities, which may have some association with gender (such as vocal quality for singing groups), the pertinent quality shall be evaluated without regard to assigned gender or transgender status. Where school activities involve overnight travel, lodging arrangements for transgender students shall take into consideration the desires of the transgender student and of the student’s parents as well as the privacy interests of other students. If the arrangement desired by the transgender student is in significant conflict with privacy interests of other students, the school administrator should consult with the superintendent and as appropriate with legal counsel.

UHSAA Extracurricular Activities

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 consult with UHSAA to determine whether this is permitted under UHSAA rules and policies. The school shall not disclose the transgender student's identity to UHSAA without the consent of the student and the student's parents.

Bullying and Harassment

Policy V-48 Prohibition of Bullying, Hazing, and Retaliation which prohibits bullying, cyber bullying and harassment regardless of the motivation for such misconduct, applies to prohibit bullying, cyber bullying or harassment of students because of their transgender status or gender expression.

When a student has been bullied, cyber bullied, or harassed because of the student's transgender status or gender expression, consideration should be given to what support, counseling, or other assistance the student may need to prevent such mistreatment from adversely affecting the student's ability to learn and function in the school setting.