

GENDER IDENTITY SUPPORT

The Natick Public Schools strive to provide a safe, respectful, and supportive learning environment in which all students can thrive and succeed. All students need and deserve a safe and supportive learning environment to progress developmentally and academically. Discrimination on the basis of gender identity or gender expression will not be tolerated and any form of intimidation, threat, coercion and/or harassment that insults the dignity of others and interferes with their freedom to learn or work is unacceptable.

Natick Public Schools support and respect students' individual differences. For students who identify as gender nonconforming and/or transgender, a supportive strategic plan to address social emotional well-being and legal issues will be developed by a team of school personnel who are familiar with the student. This team may include the school administrator, school counselor, social worker and nurse and any other staff person the student requests to be involved with the plan. The student will have input into the membership of their team.

The plan will address the student's needs for the entire educational program and how to communicate these needs, including for any school sponsored activities. In all cases, students will be supported to participate in school and all school related activities and facilities in a manner consistent with their gender identity of choice. To this end, support plans will include discussions about the use of facilities, participation in activities including athletics and how the student will be identified and addressed. If needed and appropriate, education and training will be provided to groups, classes and teams and their facilitators to support the student.

A critical component of the student's support plan may include changes to names and gender identity markers used in communication with and about the student. This information and how the student will be referred to and to whom this information will be conveyed will be included in the planning and communication plan developed with the student. Natick Public Schools will not require legal documentation to change the student's name or gender on the educational record. The student and/or family discussion with the support team will suffice.

Natick Public School's administration and staff will follow the referenced procedures for supporting the student and developing the support plan. The plan will be reviewed and revised on an as needed basis.

References: <http://www.doe.mass.edu/sfs/lgbtq/GenderIdentity.html>

An Act Relative to Gender Identity (Chapter 199 of the Acts of 2011) MGL c.4, s5
MGL c. 76, § 5
603 CMR 26.00
603 CMR 1.00
603 CMR 23.00
603 CMR § 23.04
603 CMR §§23.01 and 23.07.
The federal Family Educational Rights and Privacy Act, 20 USC 1232g

Revised & Approved by the Natick School Committee: October 15, 2018