

# Gender Support Plan

**Instructions:** A gender support plan must be developed with a student's parents/ legal guardians. Where appropriate, the student for whom the plan is developed may also participate in developing the plan. The questions below are intended as a guide to frame the discussion. Privacy, security, and safety are key considerations in developing a gender support plan.

**Student Name:** \_\_\_\_\_

**Student DOB:** \_\_\_\_\_

**Meeting Date:** \_\_\_\_\_

**Sex Assigned At Birth:**  
\_\_\_\_\_

**Sex/ Gender Identity:**  
\_\_\_\_\_

**Participants:**  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Privacy: Confidentiality and Disclosure:** How public or private will information about the student's gender be?

- **Is the student open with all adults and peers about their gender?**
  - Yes
  - No
  
- **If the student is not openly out, who among school staff will know information about the student's gender?**
  - Principal?
  - APs?
  - School Counselor?
  - Teachers?
  - Other staff?
  - Central office staff?
  
- **If the student is not openly out, will some students be aware of the student's gender? If yes, who?**

- **What are some of the ways that the school needs to anticipate the student's privacy being compromised? How should this be handled?**

**Student Safety:** Ensuring that the student is safe at school is our top priority.

- **Who are the student's "go to" adults on campus?**
- **If these people aren't available, what should the student do?**
- **What are the expectations in the event that the student is feeling unsafe, and how should they signal a need for help (i.e. in class, in the hallways, at recess, other)?**
- **What should the student's parents do if they are concerned about how others are treating the student at school?**
- **Other safety concerns/ questions.**

**Privacy: Names, Pronouns, and Student Records:** Presently, the NC Department of Public Instruction sets policies on how our district is to enter information into PowerSchool. We must go by what is listed on a student's birth certificate for all "legal" documents (e.g. diplomas, transcripts, basic listings in the database). Parent/ guardian consent is required to update a student's preferred name in PowerSchool. If a student's birth certificate is updated, we can retroactively alter records in this system to reflect the new birth certificate.

- **Name to use when referring to the student. (Will be listed as the "preferred name" in PowerSchool unless the student's birth certificate has been updated. Have the parent/ guardian complete Form 1310-4002-X-7.)**
- **Student's pronouns (Have the parent/ guardian complete Form 1310-4002-X-6.)**

- **Name and gender marker listed on the student's identity documents/ in PowerSchool.** (We go by the student's birth certificate and can amend records at a later date if there is a change to the birth certificate.)
- **Name to use in the Yearbook/ other non-legal records (e.g. seating charts/ taking attendance/ student id card/ email address/ summons to the office/ posted lists). Who is responsible for conveying this information to appropriate staff?**
- **If a staff member uses an incorrect name or pronoun, how should the school address the matter?** (While Title IX guidance indicates that this is a form of bullying/ harassment, staff have won preliminary injunctions to claim that personnel action in this area this violates their first amendment rights. The district is continuing to monitor the law in this area, and we want to work with the student and their parent/ legal guardian to come up with a workable framework for addressing the issue. One practical solution would be to have a staff member call all students by their respective last names without a Miss or Mr prefacing the name to avoid a conflict between the staff member's religious beliefs while also ensuring that no student is singled out.)

**Use of Facilities:** While the Fourth Circuit case law does not permit us to prohibit a student from using facilities that match their gender identity, we want to talk through safety & privacy concerns with families. Single stall faculty restroom access is always available.

- **Which bathrooms will the student use, and how can the school facilitate ease of access and privacy?** (We can supply a faculty restroom key if necessary.)
- **Where will the student change for gym classes or other activities?** (Unlike restrooms where there is a reasonable degree of privacy afforded by stalls, we will provide a private and separate space for changing instead of space that conforms with the student's gender identity.)
- **If the student or parent has questions or concerns about the use of facilities, who should they contact?**
- **What are the expectations regarding the use of restrooms for class trips?**

- **What are the expectations for rooming for any overnight trip? (Given the risk of students catching each other in various states of undress in a hotel room compared to restrooms which provide screening with stalls and other safety risks, we will provide a private and separate space for the student on overnight trips.)**
- **Are there any other questions or concerns about the student's access to facilities?**

### **Extracurricular Activities**

- **In what extra-curricular programs or activities will the student be participating (sports, theater, clubs, etc)?** If the student wishes to participate in a sport and is in middle or high school, the state of North Carolina has set the following bright line rules:
  1. Each team shall be expressly designated by the biological sex of the team participants as one of the following:
    - I. Males, men, or boys.
    - II. Females, women, or girls.
    - III. Coed or mixed.
  2. Athletic teams designated for females, women, or girls shall not be open to students of the male sex.
  3. For purposes of this sub-subdivision, a student's sex shall be recognized based solely on the student's reproductive biology and genetics at birth.

We will update you if contradictory federal guidance is issued, but for now, students can compete on (1) co-ed teams or (2) if they were female transitioned/ transitioning to male on a team designated as "males, men, or boys." Again, practical considerations around physical safety should be considered with respect to a sport.

- **What steps will be necessary for supporting the student in extra-curricular activities?**
- **If the student participates in PCS afterschool, what steps are necessary for supporting the student in afterschool?**
- **Are there any other questions or concerns about extracurricular activities?**

## Other Considerations

- Does the student have siblings at school? Anything to consider regarding siblings' needs?
- Are there any specific social dynamics with other students, families, or staff members that need to be discussed or accounted for?
- Are there any other questions, issues or concerns to discuss?

**Action Steps:** List the specific follow-up and/or action items emerging from this meeting, with who is responsible and a deadline/timeline.

Action Item	Responsible?	Deadline/ Timeline

## Plan Review and Revision

- How will this plan be monitored over time?
- What will the process be should the student, family or school wish to revisit any aspects of the plan (or seek additions to the plan)?
- When will the next meeting be held to review the plan?