

Parkway School District
Talking Points For Discussions
Regarding Students Who Are Transgender
Or Gender-Diverse In Our Schools



INTERNAL DOCUMENT ONLY

General

- The Parkway School District is committed to providing all students with a safe and positive learning environment.
- Policy [ACIB.BP](#) demonstrates Parkway's commitment to ensuring equal educational opportunities for all students. District schools and personnel work to promote respect among staff and students.
- Title IX of the Education Amendments of 1972 prohibits discrimination based on sex in any federally funded education program or activity. Both the United States Department of Justice and the Office for Civil Rights of the United States Department of Education are responsible for the enforcement of Title IX in school districts and have taken the position that Title IX protects students who are transgender and gender-diverse from bullying, harassment or discrimination based on sex.
- As with all students, Parkway works with students who are transgender and/or gender-diverse to ensure that they have equal access to educational opportunities and have a safe and positive learning environment.
- Parkway recognizes that the needs of each student who is transgender and/or gender-diverse are unique. Therefore, there is no "one size fits all" policy.
- As a general rule, Parkway will treat students who are transgender and gender-diverse consistent with the gender with which the students identify.
- Parkway recognizes the roles and responsibilities of parents/guardians of their children and will partner with them to support the well-being of their children.
- Any bullying or harassment of students will not be tolerated.

Common Issues

Names/Pronouns:

- Official name and/or pronoun changes are made by the school after consultation with the student, school counselor, and the student's family regarding the student's needs and preferences.
 - This is consistent with the District's treatment of all students – as a general matter, we work with students to honor their preferences with respect to how they are addressed at school.
- Parkway staff and students will address students who are transgender or gender-diverse by the correct pronouns and names.

Restrooms:

- As appropriate, students will be permitted to use the restroom of the gender with which the student identifies.
 - This decision is made by the school after consultation with the student and the student's family regarding the student's needs and preferences, as well as the needs and interests of the other students.
 - This is consistent with Parkway's commitment to providing equal opportunities for all students.

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- If any student is uncomfortable using a particular restroom, that student should consult a school administrator. Administrators can make accommodations to allow students to use alternate restrooms as appropriate.
- Any bullying, harassment, or other inappropriate behavior by any student in the restroom will be addressed in accordance with the District's discipline and nondiscrimination policies.
- The District recognizes the importance of privacy for all students using District restroom facilities. The District expects that any individual using a District restroom will respect everyone else's privacy.
- Any student with a concern regarding another student's behavior in a restroom should immediately report that concern to a teacher or administrator.

Locker Rooms:

- As appropriate, students will be permitted to use the locker room of the gender with which the student identifies.
 - This decision is made by the school after consultation with the student and the student's family regarding the student's needs and preferences, as well as the needs and interests of the other students.
 - This is consistent with Parkway's commitment to providing equal opportunities for all students.
- If any student is uncomfortable using a particular locker room for any reason, that student should consult a school administrator. Administrators can make accommodations to allow students to use alternate facilities as appropriate.
- Any bullying, harassment, or other inappropriate behavior by any student in the locker room will be addressed following the District's discipline and nondiscrimination policies.
- The District recognizes the importance of privacy for all students using District locker rooms. The District expects that any individual using a District locker room will respect the privacy of everyone else using that locker room.
- District staff members consistently monitor locker rooms to ensure appropriate behavior among students.
- Any student with a concern regarding another student's behavior in the locker room should immediately report that concern to a teacher or administrator.

Common Questions from Staff/Other Parents/Community Members

What about students who are uncomfortable using the same restroom or locker room as a student who is transgender or gender-diverse?

- Parkway is committed to ensuring that all students have a safe, positive learning environment and equal educational opportunities.
- Building administrators will make appropriate accommodations for students who are uncomfortable.

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- Parkway strongly encourages any student or parent concerned about the safety or well-being of a student at school to immediately notify a building administrator about the concern so that it may be addressed as appropriate.

Who has a “right to know” about a student who is transgender or gender-diverse being present at a school?

- Students who are transgender and gender-diverse have the same rights to privacy and confidentiality as all students. Therefore, as with any other student, the school cannot discuss information about a specific student who is transgender or gender-diverse.
- Information regarding the status of a student who is transgender and gender-diverse may be disclosed as necessary to school officials with a legitimate educational interest in the information.
- Who “needs to know” or who has a legitimate educational interest will vary based on the individual circumstances of each case, including the student’s preferences and needs and the school facility and personnel.

What about students who may pretend to be transgender or gender-diverse simply to gain access to a restroom of the opposite sex?

- This has not been an issue so far.
- Decisions will be made on an individualized basis. Typically, District administrators, through their conversations with the student and the student’s family, can determine that a student who is transgender or has a gender-diverse gender identity is long-term and consistent across all aspects of the student’s life, thus indicating that the student is not simply trying to gain access to a particular restroom for an improper purpose.
- Of course, if a student does gain access to the restroom of the opposite sex – whether with the approval of an administrator or not – the student is subject to discipline for any inappropriate behavior in the restroom, including behavior that could be construed as sexual harassment, just like any other student who engages in misconduct in a restroom.

Final Thoughts

- Step back and focus on facts and focus on what is in the best interest of students.
- Call the Assistant Superintendent of Student Services with any questions or concerns.