

Transgender Student Recommendations

Springfield Public Schools

Purpose

1. To foster an educational environment that is safe and free from discrimination for all students, regardless of sex, sexual orientation, gender identity, or gender expression.
2. To facilitate compliance with Board of Education policies, Federal, State, and local statutes, regulations and ordinances concerning bullying, harassment, and discrimination.

Student Transitions

Generally, it will be the parent/guardian that informs the school of the current or impending student transition. However, it is not unusual for a student's desire to transition to surface at school. Once notified of a current or impending student transition, school staff should meet with the parents/guardians (and student if appropriate) to ascertain their desires and concerns. The focus of the meeting should be to create conditions supporting a safe and accepting educational environment along with ways to support and accommodate the student. Additionally, the principal should e-mail the Director of Elementary/Secondary Learning about the circumstances.

Names and Pronouns

Every student has the right to be addressed by a name and pronoun that corresponds to the student's gender identity. It is recommended that school staff privately ask transgender students and their parents/guardians how they want to be addressed in class, in correspondence to the home, or at conferences with the student's parents/guardians. A student's legal name will be reflected in the student information system.

Restroom Accessibility

School staff will provide students the opportunity to use private, single stalled school restrooms, similar to those found in nurses' offices. Restroom selection is the responsibility of school staff, working with the student and parents/guardians, and should be focused on student safety, privacy, and confidentiality.

Locker Room Accessibility

School staff will provide students a reasonable alternative changing area. This private area may include the addition of a privacy partition or curtain, use of a nearby nurse's restroom or office, or a separate changing schedule. Changing area selection is the responsibility of school staff, working with the student and parents/guardians, and should be focused on student safety, privacy, and confidentiality.

Dress Codes

Transgender students' dress should comply with school district dress codes as long as the dress is consistently asserted at school. School staff should not enforce a school's dress code more strictly against consistently asserting transgender students.

Sample Staff Communication (Need to know basis)

Teacher:

The purpose of this e-mail is to inform you of a transgender student (student name) in your classroom this year. When working with transgender students, our focus is to create an educational environment that is free from discrimination and stigmatization consistent with Federal and State law, and maintains student privacy in accordance with the Family Educational Rights and Privacy Act (FERPA). Furthermore, our desire is to support healthy communication between educators and parents/guardians of transgender students to further their educational development.

The following accommodations have been put in place for (student name):

- 1.
- 2.
- 3.

Should you have specific questions about the rights of transgender students in our school, please contact me.

Thank you,

School Principal