

I. PURPOSE

The purpose of this guideline is to address requests from students regarding gender identity or gender expression, prioritize parental rights, and ensure the safety and privacy of students. The Board believes that students should feel safe and secure in the school environment, and the board respects their right to privacy, including but not limited to privacy as it pertains to the use of district facilities.

II. DEFINITIONS

For purposes of these guidelines, the following definitions apply:

1. Biological sex: either of the two main categories (male and female) into which humans and most other living things are divided on the basis of their reproductive functions.
2. Male: An individual of the biological sex that, under the conditions of natural development, grows to produce small, usually mobile gametes (such as spermatozoa) which fertilize the eggs of a female.
3. Female: An individual of the biological sex that, under the conditions of natural development, grows to produce large, stationary gametes (such as eggs) which are fertilized by spermatozoa from a male.
4. District representative: "a student services designee, counselor, principal, or other administrator"

III. THE PROCESS

1. Parental Rights

- a. If the student is a minor, administrators must notify the parent/guardian, obtain their consent and ensure their continuous participation before any action is taken. All attempts to contact the parent/guardian must be documented, and no action may be taken without the continued notification, consent, and continuous participation of parent/guardian.
- b. Since circumstances may differ, administrators and school staff are expected to consider the requests of the individuals and their families on a case-by-case basis, but parent/guardian notification, consent, and continuous participation must always be ensured regarding gender support plans for minors.
- c. If the student is not a minor, or is their own guardian, parent notification, consent, and continuous participation is encouraged but is not required.

2. Gender Support Plan

- a. In order to address all requests related to gender identity and gender expression, a gender support plan must be initiated and approved.
- b. Students may approach a district representative with requests related to gender identity or gender expression.

c. Once a student or their parent/guardian has contacted a district representative with requests related to gender identity or gender expression, a student gender support plan will be initiated.

d. Each Student Gender Support Plan must be reviewed at least once per year.

e. If questions arise while crafting the Student Gender Support Plan the principal/designee shall consult with the appropriate Director or Central Office Administrator for direction; notice must be given to the superintendent before finalizing.

3. Requests

a. Facilities & Accommodations

i. Bathrooms & Locker Rooms

1. In keeping with District priority to preserve student privacy and safety, and unless otherwise required by law, students shall use restrooms, locker rooms, and other facilities on District property and at District-sponsored events consistent with their biological sex.

2. Student and or parent request for an accommodation to this guideline shall be considered by a team of district staff on a case by case basis in consultation with the students, student's parents, the Director of student Services, school psychologist, school counselor, the classroom teacher building principal and any other individual the district deems appropriate. All decisions related to such a request will take into consideration the safety and privacy of all students.

ii. Alternative Name & Pronouns

1. After a Student Gender Support Plan has been finalized, administration, staff, and the student body may call the student by an alternative name or pronoun as specified by the gender support plan.

2. Compelled Speech

a. Administration, staff and the student body shall not be compelled to call a student by any pronoun contrary to their biological sex, and shall not be compelled to use any name other than a legal name.

iii. Official Records

1. Mandatory permanent student records will include the legal/birth name and biological sex - the legal/birth name will be reported to DPI and used on legal records within the school district. The school may use

an alternative name and pronoun as requested; for example, Student ID cards may reflect the student's requested name.

2. The Wisconsin Department of Public Instruction (DPI) allows districts to report data using the gender and name a student identifies with. The District may update a student's name and gender marker in reports to DPI if requested.

3. An alternative name may be entered in the student information system by district registrar if requested.

a. Transcripts and diplomas will maintain the name assigned at birth.

b. An alternative name may be announced at the graduation ceremony if requested.

4. Upon receipt of a court order or other legal documents the school/district will change a student's official record to reflect a change in legal/birth name.

b. Extracurricular Activities

i. Intramural and Interscholastic Athletics

1. Students will be permitted to participate in intramural sports/extracurricular activities consistent with their biological sex, *and the rules of the Wisconsin Interscholastic Athletics Association (WIAA). Any consideration of alternate placement due to a student's gender identity must comply with WIAA policy and be approved by the Board.*

2. Prior to athletic competition the WUSD Athletic Director and WUSD coach will work with the student and parent(s)/guardian(s) to determine what supports need to be in place.

ii. Overnight Trips

1. When a school sponsors an activity that requires overnight accommodations no student shall be denied the right to participate. The district shall provide students the opportunity to participate in overnight activities and athletic trips. Rooming will be assigned based on students' biological sex.

iii. Media & Communications

1. District staff shall direct media inquiries to the Superintendent of Schools.

2. All students and personnel information shall be kept strictly confidential as required by district policy and applicable privacy laws.

