

## GORHAM SCHOOL COMMITTEE RESOLUTION

### In Support of LGBTQ+ Students and Staff in the Gorham Schools

WHEREAS, our vision statement says that All Gorham students learn in safe, positive, and inclusive environments that support risk-taking. Our staff builds strong, caring relationships with all students. Classrooms are collaborative and interactive where students have real choices and responsibilities.

WHEREAS, it is the right of every child, regardless of gender identity, gender expression, or sexual orientation, to access a free public K-12 education and the Gorham School Department welcomes and supports all students;

WHEREAS, the Gorham School Department recognizes that all employees are valued members of the school community regardless of their gender identity, gender expression, or sexual orientation;

WHEREAS, the Gorham School Department recognizes that the families in our community are comprised of various configurations and the Gorham School Department values all families and caregivers of students, regardless of gender identity, gender expression, or sexual orientation;

WHEREAS, The Maine Human Rights Act prohibits discrimination because of sex and sexual orientation, including gender identity and expression

***“The Maine Human Rights Act prohibits discrimination because of race, color, sex, sexual orientation, age, physical or mental disability, genetic pre-disposition, religion, ancestry or national origin” It is unlawful educational discrimination in violation of this Act, on the basis of sex, sexual orientation or gender identity, physical or mental disability, ancestry, national origin, race, color, or religion to...***

WHEREAS, in *Bostock v. Clayton County*, decided on June 15, 2020, the United States Supreme Court recognized that discriminating on the basis of actual or perceived sexual orientation or gender identity is always a form of sex discrimination, and federal law prohibits sex discrimination in employment and education;

WHEREAS, creating a welcoming and safe school environment for our LGBTQ+ students, staff, families, and caregivers makes our school community more welcoming and safe for all;

NOW, THEREFORE, BE IT RESOLVED that the Gorham School Department will not tolerate discrimination against all persons, whether student, family/caregiver of a student, or Gorham School Department employee, on the basis of actual or perceived sexual orientation, gender identity, or gender expression, or the actual or perceived sexual orientation, gender identity, or gender expression of their associates;

BE IT FURTHER RESOLVED, that the School Committee directs the policy committee to review and revise its policies with an inclusive perspective towards the use of gender neutral and culturally responsive terms. We believe the use of these terms are necessary to align our policies to the core values of the Gorham School Department and to protect students and staff from discrimination in all protected classes.

