

**PURPOSE**

District policy requires that all programs, activities, and employment practices be free from discrimination based on sex, sexual orientation, or gender identity. This policy is designed in keeping with these mandates to create a safe learning environment for all students and to ensure that every student has equal access to all school programs and activities. This policy sets out guidelines for schools and district staff to address the needs of transgender and gender nonconforming students and clarifies how state law should be implemented in situations where questions may arise about how to protect the legal rights or safety of such students. This policy does not anticipate every situation that might occur with respect to transgender or gender nonconforming students, and the needs of each transgender or gender nonconforming student must be assessed on a case-by-case basis. In all cases, the goal is to ensure the safety, comfort, and healthy development of the transgender or gender nonconforming student while maximizing the student's social integration and minimizing stigmatization of the student.

The Board directs the Superintendent to create a procedure to ensure that transgender and gender non-conforming students are supported and there are no institutional structures that create discriminatory practices. The procedure will be reviewed annually by the Administration and updated to consistent legal and regulatory requirements.

First Read: November 7, 2023

Second Read: November 14, 2023

Adopted: November 14, 2023