

# Transgender Info

- Review of policy & key points:
  - Purpose- to keep transgender students safe from harassment, bullying, etc.
  - Definitions- NOT an exhaustive list of terms involved in the transgender community
  - Privacy- FERPA comes into play; does the student need a written plan and who has access to it
  - Official Records- any official or legal documents must show the student's legal name until legal documentation of a name change
  - Names/Pronouns- students should be addressed by the preferred name and gender pronouns of the gender identity that they consistently assert at school
  - Restrooms- students can use the bathroom of the gender identity they consistently assert at school; they should not be required to use a private bathroom if they object to it
  - Locker Rooms-multiple factors should be considered when determining this; no requirement should be made for a student to use the room that conflicts with their gender identity; a private environment can be utilized
  - Other Gender Segregated Situations- participate in activities according to their consistently asserted gender identity at school
  - Dress Code- student will be allowed to dress as their consistently asserted gender identity at school
  - Safety & Support- Transgender students are at higher risk of bullying, harassment, etc. Staff should notify admin of any concerns regarding specific students
  - Staff Training- as needed
  - Discrimination/Harassment- ALL students have a right to a safe school environment; built in processes for bullying or harassment should be followed

# Some things to keep in mind...

- If a student comes out to you as transgender, first and foremost, listen. Your next step should be to consult with Cassie, especially if the student has requested a different preferred name and pronouns
  - What to do if the student says not to tell anyone
- Each student will be a case by case situation
  - Is a written plan necessary (designate bathroom, locker room/changing location, etc.)
  - Is the student out to their parents; are they supportive/unsupportive
    - If unsupportive, what does that mean for us at school, i.e. preferred name/pronouns
- LGBTQ+ terminology is constantly changing and increasing; it is OKAY not to know a term a student is using to describe their gender identity. It is also okay to let them know we're still learning too.