

**GLOCESTER SCHOOL DEPARTMENT  
Glocester, RI**

**TRANSGENDER NON-DISCRIMINATION AND  
GENDER NON-CONFORMING POLICY**

**PURPOSE**

Consistent with federal and state laws, national best practices, and Rhode Island Department of Education Regulation 200 RICR 30-10-1, it is the policy of the Gloucester School Department and its administration to provide that programs and activities shall be free from discrimination based on sex, gender, sexual orientation, and gender identification or expression.

**CONFIDENTIALITY AND PRIVACY**

All persons, including students, have the right to keep private one's transgender status or gender nonconforming presentation at school. Information about a student, including name change for gender identity purposes, gender transition, medical or mental health treatment related to gender identity, or any other information of a similar nature, shall be considered confidential. When contacting the parent or guardian of a student who is transgender or gender nonconforming, school personnel should use the student's legal name and the pronoun corresponding to the student's gender assigned at birth unless the student, parent, or guardian has specified otherwise.

**DISCIPLINE AND EXCLUSION**

Students and their parent(s)/guardians(s) shall be reassured that students will not be disciplined or excluded from participating in activities for appearing or behaving in a manner that is consistent with their gender identity or that does not conform to stereotypical notions of masculinity and femininity.

**STAFF TRAINING**

In order to further a safe and supportive school environment for all students, the School Department shall incorporate education and training about transgender and gender nonconforming students into its staff. Staff professional development shall include, but not be limited to:

1. Terms, concepts, and current developmental understandings of gender identity, gender expression, and gender diversity in children and adolescents;
2. Developmentally appropriate strategies for communication with students and parents about issues related to gender identity and gender expression that protect student privacy;
3. Reinforcements of developmentally appropriate strategies for preventing and intervening in bullying incidents, including cyber bullying;
4. Access to resources on working with transgender and gender nonconforming

students.

### **ACCESS TO SCHOOL FACILITIES AND PARTICIPATION IN SCHOOL PROGRAMS**

All students are entitled to have access to restrooms that are sanitary, safe, and adequate, so they can fully engage in their school program and activities. Concerns regarding student privacy shall be considered in the use of restrooms by students who are transgender or gender non-conforming. The use of a gender-neutral restroom or nurse's restroom shall be considered as an alternative to address such privacy concerns.

The Gloucester schools shall evaluate all gender-based activities, rules, policies, and practices and maintain those that have a clear and sound pedagogical purpose. Students shall be permitted to participate in any such gender-based activities or conform to any gender-based rule, policy, or practice consistent with their gender identity.

### **DRESS CODE**

Students shall have the right to dress in accordance with their gender identity, within the parameters of the dress code adopted by the District. School staff shall not enforce a dress code more strictly against transgender or gender non-conforming students than other students. Dress codes should be general statements that ensure the proper dress for all students.

### **OFFICIAL RECORDS**

The School Department is required to maintain a mandatory permanent pupil record that includes a student's legal name and legal gender. The School Department will change a student's official record to reflect a change in legal name or legal gender upon receipt of documentation that such change has been made. In situations where school staff or administrators are required by law to use or to report a student's legal name or gender, school staff and administrators shall adopt practices to avoid the inadvertent disclosure of such confidential information.

### **NAMES AND PRONOUNS**

When presented by a parent or family that a transgender or gender non-conforming student whose name has not been legally changed requests to be addressed by a preferred name, the school, student and family should be engaged and develop a plan for using the preferred name and pronoun within the school. The plan should include when and how this is communicated to staff, to students, and to parents of other students if desired. The goal of this plan shall be on how the sharing of information will benefit the student. Students shall then be addressed by school staff by the name and pronoun corresponding to the student's gender identity according to their wishes.

First Reading: June 19, 2018  
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