

# Suggested Language for School Policies

## General Guidelines:

- There is no medical or mental health diagnosis or treatment threshold that a student must meet in order to have their gender identity recognized and respected. The school shall accept the gender identity that the student asserts. This assertion may be evidenced by an expressed desire to be consistently recognized by their gender identity. Students ready to socially transition may initiate a process to change their name, pronoun, attire, and access to preferred facilities. Each student has a unique process for transitioning. The school shall customize support to optimize the student's integration.
- All persons, including students, have a right to privacy. This includes keeping a student's actual or perceived sexual orientation, gender identity and expression private. Such private information shall be shared only on a need to know basis. Students have the right to openly discuss and express their sexual orientation, gender identity and expression, and to decide when, with whom, and how much information to share.
- Every effort should be made to use the preferred names and pronouns consistent with a student's gender identity. While inadvertent slips or honest mistakes may occur, the intentional and persistent refusal to respect a student's gender identity is a violation of District policy.

## Restrooms and Locker Rooms:

- Schools may maintain separate restroom facilities for male and female students. Students shall have access to the restroom that corresponds to their gender identity asserted at school.
- If a student desires increased privacy and safety, regardless of the underlying reason, the administrator will make every effort to provide the student with reasonable access to an alternative restroom such as a single-stall restroom or the health office restroom. The use of such a restroom should be a matter of choice; no student shall be compelled to use such a restroom.
- If there is a request for increased privacy and safety, any transgender student shall be provided access to a reasonable accommodation such as:
  - Assignment of student locker with consideration to maximize safety and supervision, such as in near proximity to the coaches' office or a supportive peer group, if agreeable to the student.

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- Use of a private area in the public area of the locker room facility (e.g. a nearby restroom stall with a door, an area separated by a curtain, or a P.E. instructor's office in the locker room).
- A separate changing schedule (e.g. utilizing the locker room before or after the other students).
- Use of a nearby private area (e.g. a nearby restroom or a health office restroom).
- Alternative arrangements should be provided in a way that keeps the student's gender identity confidential.

### **Sex-segregated Programs and Activities:**

- Physical education classes are typically co-gender. In the event that the classes or activities are sex-segregated, transgender students shall participate in physical education by their gender of identity. Participation in competitive athletics, intramural sports, athletic teams, competitions, and contact sports shall be provided in a manner consistent with their gender identity.
- When conducting physical education classes and fitness evaluations, the teacher will address and evaluate the student by their gender of identity. Performance on State Physical Fitness Test (Fitnessgram<sup>®</sup>) is evaluated by the State of California in accordance with the sex reported on the student's initial enrollment even when the student identifies as transgender. In these events, the physical education teacher shall avoid disclosure of such confidential information.

### **Working with Families:**

- District and school personnel may encounter situations where a transgender student has not disclosed their transgender status to their parents. School personnel must be mindful of the confidentiality and privacy rights of students when communicating with parents/legal guardians, students, and colleagues, so as to not reveal, imply, or refer to a student's actual or perceived sexual orientation, gender identity, or gender expression.