



Access of Transgender Individuals to Activities, Programs, and Facilities¹

The Board wishes to maintain an educational environment that supports the inclusion, safety, and privacy of all students. To that end, the School adopts the following policy and procedures.

Definitions

Terminology preferences may differ based on many factors, including religion, language, race, ethnicity, age, and/or culture. For this policy, the following terms shall be defined to mean:

“Biological Sex” – means the biological indication of male and female, including sex chromosomes, naturally occurring sex hormones, gonads, and non-ambiguous internal and external genitalia present at birth, without regard to an individual’s psychological, chosen, or subjective experience of gender.

“Transgender” – Having a gender identity that differs from societal expectations based on the individual’s gender assigned at birth. A transgender male refers to an individual who identifies as male but was assigned the sex of female at birth. Conversely, a transgender female refers to an individual who identifies as female but was assigned the sex of male at birth.

“Gender Identity” – A deeply held and sincere sense or psychological knowledge of one’s own gender. An individual may have a different gender identity than the sex assigned to that individual at birth.

“Gender Expression” – The manner in which an individual represents or expresses his/her gender identity. This includes, but is not necessarily limited to, external appearance, characteristics, or behaviors typically associated with a specific gender or sex.

“Gender Transition” – The process through which some transgender individuals begin changing his/her gender expression in accordance with his/her gender identity. Gender Transitions may include changes in the way an individual dresses, the name and/or pronouns used to identify the individual, or the individual’s physiology.

Identification of Transgender Students and Gender Transitioning Students

Any assertion made to the School by a student or parent(s) that a student is transgender will be accepted on a case-by-case basis, though acceptance shall not be unreasonably withheld if the School has no reason to believe that the assertion was based on anything other than a sincerely held belief. The School shall not require any medical or mental health diagnosis or treatment threshold as confirmation of a student’s transgender status. Once the School has accepted a student’s transgender status, the School shall take immediate steps to ensure that a transgender student is treated consistent with the terms of this policy.

At the request of a parent or student, the Principal or his/her designee shall meet with the parent(s) and/or student to discuss the School's role in supporting a student's gender transition. Students may choose to have their parents participate in the gender transition process, but parental participation will not be required. The School will strive to create a safe and accepting learning environment even if the student's family is unsupportive of a student's Gender transition. Transgender students may initiate their gender transition at any time.

Confidentiality and Official Records

The following information shall be kept confidential and shall not be disclosed unless legally required or expressly authorized by the student or the student's parent or guardian:

1. Student's Transgender status, including Gender Transition;
2. Student's birth name or Biological Sex assigned at birth;
3. Medical information related to the student's Transgender status or gender Transition;
4. Other records that may reveal a student's transgender status.

The School shall comply with all legal requirements to use a student's legal name, Biological sex, and/or gender pronouns on all official School records. To the extent that it is permitted by law, if a student legally changes her name, the School shall permit a student's official educational record to be amended to reflect that change upon receipt of a parental request or a request from an eligible student who has reached the age of eighteen (18).

To the extent that a document is not required to use a student's legal name, Biological sex, and/or gender pronouns, the School will use the name and gender pronouns preferred by the student and that reflect the student's gender identity.

All complaints or disagreements regarding the amendment of a student's educational record shall be handled pursuant to the School's Student Records and Release of Information Policy and the School's Title IX Grievance Procedures. Parents or eligible students shall have the right to insert a written comment statement into a student's educational record regarding any disagreements as to the contents of the record and/or the School's decision not to amend the records.

Restroom and Locker Room Use

Pursuant to state law, the School shall designate each student restroom, locker room, changing room, or shower room that is accessible by multiple students at the same time (a "Multi-Occupancy Facility") for exclusive use by students based on Biological Sex. Except as otherwise permitted herein, no person shall use a Multi-Occupancy Facility designated for the other Biological Sex. The School shall not construct, establish, or maintain a Multi-Occupancy Facility as nongendered, multi-gendered, or open to all genders.

The above restrictions do not apply to any of the following:



- A child under the age of ten who is being assisted by a parent, guardian, or family member and the person providing such assistance;
- A person with a disability who requires the assistance of another person who may be of the opposite Biological Sex;
- An employee or contractor at the School whose job duties require them to enter a Multi-Occupancy Facility that is designated for a Biological Sex opposite to the employee or contractor;
- Any person entering a Multi-Occupancy Facility that is designated for the Biological Sex opposite to their own because the person reasonably believes they are responding to a legitimate emergency.

The School may provide one or more easily accessible single-occupancy bathroom(s) for use by any student, regardless of the reason. No Transgender student will be compelled to use a single-

occupancy restroom, locker room, or changing area for any reason, unless other students are similarly required to do so.

Names, Pronouns, and Appearance

Transgender students will be addressed by the name and pronoun corresponding to the student's gender identity, regardless of whether the student has obtained a court-ordered name or gender change.

School employees shall respect the gender expression of all students and must respect the right of a transgender student to dress in accordance with the student's gender identity. All students must comply with the School dress code, which shall be applied on a gender-neutral basis and will not be selectively or more strictly enforced against transgender students. The School shall not discipline or exclude transgender students from participating in or behaving in a manner that is inconsistent with their gender identity or that does not conform to traditional notions of masculinity or femininity.

Single-Sex Classes and Other Sex-Specific Activities

In the event that the School provides non-vocational single-sex classes and/or extracurricular activities, the School shall allow transgender students to participate in those classes and/or activities consistent with their gender identity. This does not include any athletic competition or event administered by an organization that regulates interscholastic athletic conferences or events. Please see "Athletics" below for more information.



Harassment and Bullying

Discrimination, bullying, and harassment on the basis of gender identity or expression is prohibited. Any form of harassment will be addressed pursuant to the School's Anti-Harassment, Intimidation, and Bullying Policy and/or the Title IX Grievance Procedure.

Activities Requiring Overnight Accommodations

Overnight activities are infrequent occurrences at the School. However, if a School activity requires students to spend the night either at the School or at any other location, the School shall not require a transgender student to stay in single-occupancy accommodations or to disclose personal information unless the same is required of other students. The School may honor a student's voluntary request for a single-occupancy accommodation. Notwithstanding the foregoing, no member of one Biological Sex will be permitted to share overnight accommodations with a member of the opposite Biological Sex.

Athletics

The School may operate or sponsor sex-segregated athletic teams participating in an interscholastic athletic conference or event that is administered by an organization that regulates such competitions. Pursuant to state law, no student of the male Biological Sex may participate in athletics designated for the female Biological Sex. There will be no restriction on any student participating in any athletics designated either (i) for the male Biological Sex or (ii) as co-ed (where members of the male Biological Sex and female Biological Sex participate on the same athletic team and in the same athletic competition).

The School will assert its policy to authorities of all athletic programs sponsored by or related to the School to meet these goals.

Education

It is the desire of the Board that teachers, counselors, coaches, administrators, parents, and students be educated as appropriate regarding transgender sensitivity in relation to students.

