

TRANSGENDER RIGHTS & ACCOMMODATIONS 2020-2021

NAMES & PRONOUNS

Students shall be addressed by the name and pronoun of their asserted gender identity at school.

Every effort should be made by school personnel to use the preferred names and pronouns consistent with a student's gender identity.

If school personnel are unsure how to address students in communications with parents/guardians, ask the student.

DRESS CODE

A school's dress code policy shall be gender neutral. Schools cannot enforce specific attire based on gender.

Students have the right to dress according to their gender identity, in adherence to dress code policy.

RESTROOM ACCESSIBILITY

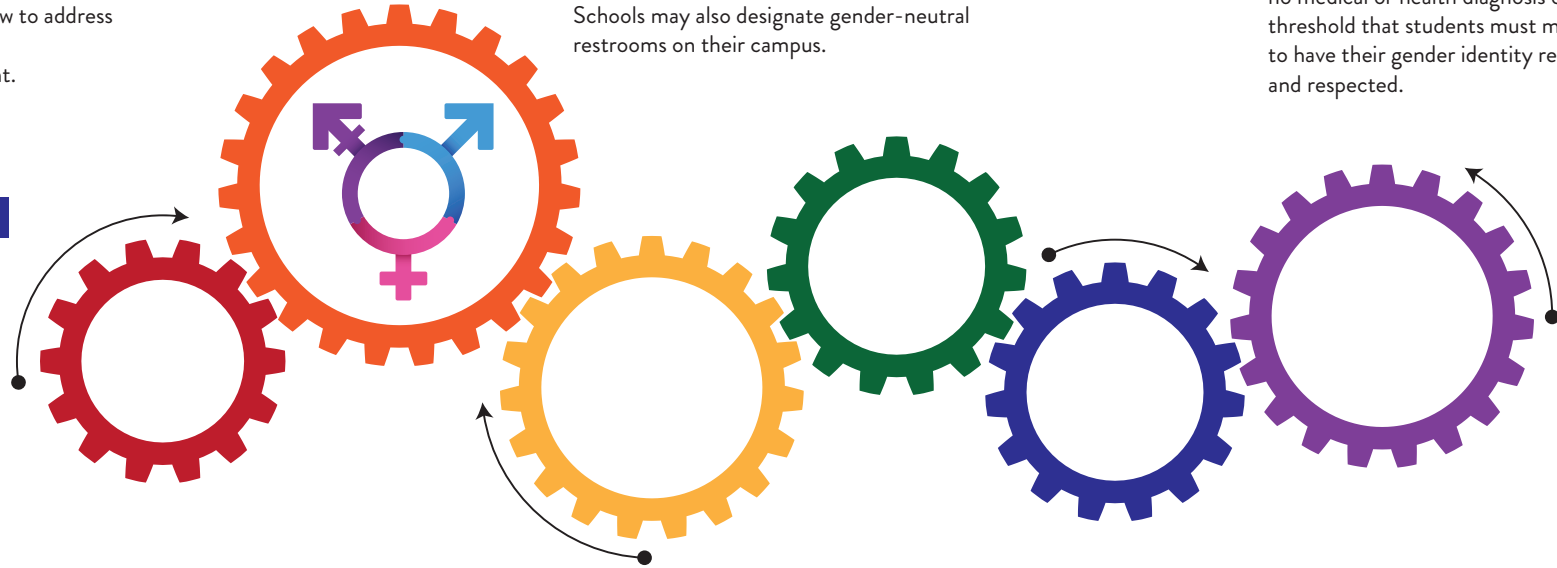
Students shall have access to restrooms based on their asserted gender identity.

Schools shall make every effort to provide a student with an alternative restroom if the student desires increased privacy. No student shall be compelled to use an alternative restroom.

Schools may also designate gender-neutral restrooms on their campus.

GUIDANCE

The District shall accept the gender identity that each student asserts. There is no medical or health diagnosis or treatment threshold that students must meet in order to have their gender identity recognized and respected.



UNOFFICIAL RECORDS

Students shall be allowed to use a preferred name and pronoun on the following school records:

I.D Badges, Classroom & Home Room Rosters, Certificates, Programs, Announcements, Office Communications, Team & Academic Rosters, Diplomas, Newspapers, Newsletters, Yearbooks, District Electronic Data System, and Cumulative Folders as 'AKA.'

NOTE: The District shall allow a student to be registered under a preferred name/gender without a court order and without changing the student's official records.

OFFICIAL RECORDS

The District shall maintain a student's legal name and gender on the following permanent pupil records:

Birth Certificates, Passports, Grades, Transcripts, Test Data, Health & Discipline Records, IEP, 504 Plans and Cumulative Folders.

NOTE: The District shall change a student's name/gender on official records when presented with the appropriate court action.

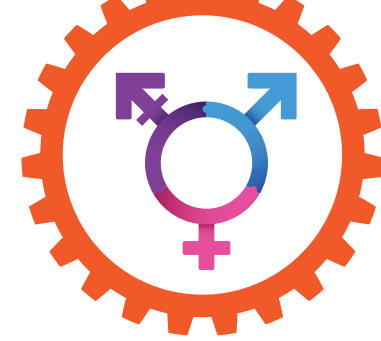
PRIVACY & CONFIDENTIALITY

All students have a right to privacy. This includes keeping a student's gender identity private and shall only be shared on a 'need-to-know' basis.

Students have the right to discuss their gender identity and to decide how much information to share.

School personnel must be mindful of the privacy and confidentiality rights of students, so as to not reveal, imply, or refer to a student's gender identity.

TRANSGENDER RIGHTS & ACCOMMODATIONS CONTINUED



PHYSICAL EDUCATION

Although P.E. classes are typically co-ed, if they are sex-segregated based on ability grouping, students shall participate based on their asserted gender identity.

When conducting fitness evaluations, the teacher shall evaluate the student based on their asserted gender identity.

Since performance on the Fitnessgram is evaluated by the State of California and is based on a student's sex at birth, a student may participate based on their gender identity, but data collected is reported as their sex at birth.

TERMS & DEFINITIONS

Sex: The biological condition or quality of being male or female.

Sexual Orientation: A person's emotional and sexual attraction to another person, based on that individual's gender.

Gender: A person's actual or perceived sex, and includes a person's perceived identity, appearance, or behavior. An individual's gender may be different than their sex at birth.

Gender Identity: A person's internal, deeply rooted identification as female, male, or a non-binary understanding of gender, regardless of one's assigned sex at birth. It is the responsibility of the individual to determine their own gender.

Gender Expression: A person's gender-related appearance or behavior, expressed as masculine, feminine or gender nonconforming. The expression of one's gender may not adhere to stereotypical gender norms.

Gender Nonconforming: A person whose gender or gender expression may differ from stereotypical expectations of how a male or female 'is supposed to look and act,' or their sex at birth.

Gender Nonbinary: A person who does not adhere to a social system of two distinct and opposite gender categories of being exclusively male or female. For many, gender may be on a spectrum or fluid.

Transgender: A person whose gender identity differs from their sex at birth.

Cisgender: A person whose gender identity aligns with their sex at birth.

Intersex: A person born with a variation of sex characteristics of both male and female.

Transition: Gender transition can occur at any age. It begins internally, then expands to external expression. Each transgender person has their own unique way of transition, which may include social, medical and/or a legal transition.

LOCKER ROOM ACCESSIBILITY

Students shall have access to locker rooms based on their asserted gender identity.

For increased privacy, any student shall be provided the following reasonable accommodations:

A locker near the coach's office or a supportive peer group.

A restroom stall with a door.

An area separated by a curtain.

Health office restroom.

A separate changing area.

SPORTS & ATHLETICS

Participation in intramural sports, athletic teams and competitions and contact sports, shall be facilitated in a manner consistent with the student's asserted gender identity and in accordance with the California Interscholastic Federation bylaws.

APPLICABLE LAWS

Title IX of the Education Amendments of 1972 states, "No person...shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.

California Ed Code §220 requires that all educational programs and activities should be conducted without discrimination based on actual or perceived sex, sexual orientation, gender identity and gender expression.

California Ed Code §201 provides that public schools have an affirmative obligation to combat sexism and other forms of bias, and a responsibility to provide an equal educational opportunity to all students.

California Ed Code §210.7 states that 'gender means sex,' and includes a person's gender identity and gender-related appearance and behavior, whether or not stereotypically associated with the person's assigned sex at birth.

California Ed Code §221.5 states that a pupil shall be permitted to participate in sex-segregated school programs and activities, including athletic teams and competitions, and use facilities consistent with his/her/their gender identity, irrespective of the gender listed on the pupil's records.

[Link to Transgender & Gender Nonconforming Students Policy](#)

[Link to Gender Identity and Access Policy](#)