

Community Learning Center Schools Accommodations for Transgender & Gender Non-Conforming Learners

Community Learning Center Schools (CLCS) are committed to providing equitable access to education for every learner. We understand the importance of creating a safe learning environment, one in which every person can express oneself and be oneself, and be accepted.

CLCS strives to accommodate each transgender or gender nonconforming learner at the school in a manner that best meets the needs and privacy concerns of all students. This policy shall serve as a guide for CLCS staff, learners and parents regarding issues related to transgender and gender nonconforming students, with the understanding that a policy cannot anticipate every situation that might arise, and each learner's circumstances will be assessed on a case-by-case basis. CLCS shall endeavor to balance the rights and needs of all students at all times.

DEFINITIONS

The definitions provided here are not intended to label learners but rather to assist in understanding this policy. Learners might or might not use these terms to describe themselves. Transgender individuals enrolled in Alameda Community Learning Center or Nea Community Learning Center are afforded the same rights to accommodations as other learners in our educational community.

- "Gender identity" is a person's deeply held sense or psychological knowledge of their own gender, regardless of the gender they were assigned at birth. Everyone has a gender identity.
- "Transgender" describes people whose gender identity is different from their gender assigned at birth.
- "Gender expression" refers to the way a person expresses gender, such as clothing, hairstyles, activities, or mannerisms.
- "Gender nonconforming" describes people whose gender expression differs from stereotypical expectations, such as "feminine" boys, "masculine" girls, and those who are perceived as androgynous.

CLCS Policy:

1. Learners have a right to privacy with regard to certain personal matters. Learners may keep their gender identity private, or may openly discuss and express their gender identity, and may decide when, with whom, and how much private information, to share.
2. At any time, a transgender or gender nonconforming learner, or such learner's parent, may inform the school's Lead Facilitator that the learner has a consistent gender identity that is different from the learner's gender listed on the

learner's school records, and that the learner desires CLCS to accommodate the learner's gender identity.

3. Upon notice that a transgender or gender nonconforming learner desires accommodation, the Lead Facilitator shall arrange a meeting with the learner and learner's parent(s) or guardian to discuss how and to what extent CLCS may accommodate the learner's gender identity. The Lead Facilitator shall take into consideration privacy concerns of all students when attempting to reach an accommodation.

Examples of potential accommodations:

1. The learner may select a gender identity appropriate name and/or pronoun to be used for the learner throughout the day by staff and other students. This may be reflected in directory and class name lists, and other unofficial school records.
2. CLCS may change learner's name in official records only if learner provides sufficient evidence a legal name change.
3. Learners and/or parents/guardians may draft a statement to the learner's class and/or the community regarding the learner's gender identity. Requests to distribute such statements must be directed to the school's Lead Facilitator.
4. Following a discussion between the parent(s) and/or learner and Lead Facilitator, learners may use either the restroom on campus made available for transgender and gender non-conforming learners, and/or the restroom that aligns with the learner's self-identified gender in the manner discussed and agreed upon with learner.
5. All learners may participate in all school activities, including overnight field trips. If an overnight field trip involves single gender learners, and a transgender or gender non-conforming learner wishes to attend, permission may be granted after a discussion with the learner and parent to insure that both are comfortable with the arrangements made.
6. If the case arises where a learner changes the identified gender and then a the learner re-identifies his/her gender, that learner and/or parents/guardians should notify the facilitator team. The school's Lead Facilitator will clearly communicate the learner's designated gender to the appropriate facilitators and staff. The learner and/or parents/guardians should meet with the Lead Facilitator as soon as possible to address any accommodation issues, such as facilities, pronoun usage, and name.
7. Transgender and gender nonconforming learners shall be permitted to participate in physical education classes and intramural sports in a manner consistent with their gender identity as provided by state and federal law.
8. Transgender and gender nonconforming learners shall be permitted to participate in interscholastic athletics in a manner consistent with their gender identity as provided by state and federal law.