



Carrollwood Day School Gender Inclusivity Guidelines

Carrollwood Day School (CDS) recognizes that a student's gender expression and/or identity is central to their sense of self and wellbeing, which will be honored and respected to allow each student to reach their full potential, as set forth herein.

Definitions

- **Gender Expression:** This term describes the manner in which a person represents or expresses gender to others, often through behavior, clothing, hairstyles, activities, voice, or mannerisms.
- **Gender Identity:** This term describes a person's deeply held knowledge of their own gender, which can include being female, male, another gender, or no gender. One's gender identity can be the same or different than the gender assigned at birth.
- **Gender Nonconformity:** This term describes a person who has, or is perceived to have, gender characteristics and/or behaviors that do not conform to traditional or societal expectations.
- **Transgender:** This term describes a person whose gender identity is different from that traditionally associated with the gender they were thought to be when they were born.
- **Transition:** This term describes the process in which a person begins to live according to their gender identity, rather than the gender they were thought to be at birth. Transition is a process that is different for everyone, and it may or may not involve social, legal, or physical changes.

Gender Support Action Plan

CDS is committed to working individually to support the needs of each student's unique gender identity and/or expression.

If a student is interested in exploring ways in which CDS may support the student, including a Gender Support Action Plan, the student should contact the Division Head or Guidance Counselor to initiate the process. CDS will accept the gender identity that each student genuinely asserts. There is no medical, diagnosis, or treatment threshold that students must meet in order to have their gender identity recognized and respected. The assertion may be evidenced by a genuine expressed desire to be consistently recognized as the sex consistent with their gender identity. CDS seeks to foster an open, honest, and respectful dialogue with all parties involved.

Upon request, CDS will meet with the student and/or the student's family to discuss the ways in which CDS may support the student's individual needs, and, if requested, may discuss whether an individual Gender Support Action Plan would benefit the student. This process may include, but is not limited to, exploring the following:

- **Preferred Name, Personal Pronoun.** Students may be addressed by their preferred name and personal pronouns, if requested, including: he and him, she and her, they and them, or any other pronoun the student prefers. CDS will not require a legal name change for CDS

faculty/staff to use the student's preferred name, for example, during class, on seating charts, during roll call, on tests and assignments.

- **Non-Official CDS Records.** Records that document a student's education may refer to a student by their preferred name and gender, if requested, unless CDS is legally unable to do so. For example, school identification cards may display the student's preferred name, if requested.
- **Official Records.** Education records mandated by law may require CDS to use a student's legal name.
- **Dress Code.** Students may comply with the dress code in a manner consistent with gender identity and/or expression, if requested.
- **Restrooms.** Students may use private restrooms available for students use, and the parties may explore alternative options, if requested.
- **Locker Rooms.** Students may use private restrooms available for student use, and the parties may explore alternative options, if requested.
- **Sports.** The parties may discuss options for sports participation and other extra-curricular activities, if requested, with the caveat that sports and extra-curricular activity may be subject to rule and regulations beyond CDS's control. For instance, many sports are subject to Florida High School Athletic Association (FHSAA) rules and regulations.
- **Safety.** The parties may discuss any safety concerns and other concerns, as well as and ways to educate and train other students, families, faculty, and staff regarding the unique needs of the student.
- **Privacy.** The parties may discuss any privacy concerns, including disclosure of any Gender Support Action Plan. The parties may discuss any other social dynamics with other students, families, faculty, and staff that should be considered and addressed.
- **Other.** The parties may explore any other needs of the student.

No Discrimination, Bullying, or Harassment

CDS will not tolerate any discrimination, bullying, or harassment of any kind. Any gender inclusivity concerns must be reported to the Division Head and/or Guidance Counselor immediately, so that CDS can investigate.

Students found to have engaged in discrimination, bullying, or harassment because of gender identity and/or expression may face penalties, up to and including suspension and expulsion. For further information, please see the *Student Welfare – Freedom from Bullying Policy*.