

Students

Nondiscrimination – Transgender and Gender Non-Conforming Students

The Amity Regional Board of Education (Board) provides an equal educational opportunity to all its students including gender minority students and prohibits discrimination in its educational programs and activities based upon sex or gender identity or expression. The Board directs the development of a regulation to accompany this policy to guide best educational practices for transgender and gender nonconforming students to ensure adherence with state and federal law. The regulation shall include as guidelines for schools and district staff to address the needs of transgender and gender nonconforming students and clarify how applicable law should be implemented in the schools. The regulation shall include, but is not limited to, guidance regarding commonly occurring situations where questions may arise about how to protect the legal rights or safety of such students. The guidance cannot anticipate every situation that might occur with respect to transgender or gender nonconforming students, and the needs of each transgender or gender nonconforming student must be assessed on a case-by-case basis. In all cases the goal is to foster a safe learning environment and to ensure that all students have equal access to all school programs and activities. Additionally, the regulation shall be designed to promote the safety, comfort, and healthy development of the transgender or gender nonconforming student while maximizing the student's social integration and minimizing stigmatization of the student.

Students who feel they may have been discriminated against on the basis of sex or status as a transgender or gender non-conforming student should contact the District Title IX Coordinator and proceed in accordance with the Grievance Procedure set forth in Board Regulation 0521.1, Nondiscrimination-Grievance Procedure (R0521.1). Complaints will be investigated promptly and thoroughly, and the complainant shall be informed of the resolution of the complaint. If after investigation discrimination is determined to have occurred, the District will take necessary action to eliminate the discrimination. If a complainant is not satisfied with the resolution of a complaint, an appeal may be taken in accordance with the Grievance Procedure set forth in the R0521.1, Nondiscrimination-Grievance Procedure.

If a transgender or a gender non-conforming student believes that he/she/they have been subject to sexual harassment based upon sex/status as a transgender or gender non-conforming student, he/she/they may file an informal report of sexual harassment or file a formal complaint of sexual harassment in accordance with Board Policy 5145.5/4118.112/4218.112 Prohibition Against Sexual Harassment and Board Regulation 5145.5/4118.112/4218.112, Prohibition Against Sexual Harassment: Response to Reports of Sexual Harassment and Grievance Procedures for Formal Complaints (R5145.5/4118.112/4218.112).

Retaliation is prohibited against any individual who makes a good faith report of a suspected discrimination or sexual harassment violation or participates in a related investigation. Students with inquires or complaints related to this policy are referred to Board Policy 5145.45, Nondiscrimination and accompanying regulation, R5145.45, Nondiscrimination for further information including grievance procedures.

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Legal References

Connecticut General Statutes

10-15c Discrimination in public schools prohibited. School attendance by five-- year olds.

10-222 g Prevention and intervention strategy re bullying and teen dating and violence.

46a-51 Definitions.

46a-58 Deprivation of rights. Desecration of property. Placing of burning cross or noose on property. Penalty. Restitution.

10-209 Records not to be public. Provision of reports to schools.

PA 11-55 An Act Concerning Discrimination.

“Guidance on Civil Rights Protections and Supports for Transgender Students”, Connecticut State Department of Education, September 2017.

Family Educational Rights and Privacy Act of 1974, 20 U.S.C. 1232g.

Title IX of the Education Amendments of 1972, 34 CFR 106.