

McCALLIE

— H O N O R T R U T H D U T Y —

Gender Identity and Sexual Orientation

Adopted by the Board of Trustees October 16, 2020

Preamble

The Board of Trustees affirms the school's four enduring foundational commitments, and they inform all school policies. They are:

- *To our identity as an independent, college preparatory school serving only boys.*
- *To serving both day and boarding students with vibrant programming.*
- *To our Christian foundation and principles and our Judeo-Christian heritage and tradition, while being welcoming to and respectful of boys and families of other faith traditions.*
- *To character development and to the ideals of Honor, Truth and Duty.*

Policy

Admission and Enrollment: McCallie was founded as a boys' school and has periodically in its history reaffirmed its ongoing commitment to serving only boys. The Board of Trustees again confirms that clear and strong commitment. McCallie only admits students who are biologically male and who identify as male.

Development and Support: McCallie recognizes that the development of one's identity, including as it relates to one's gender and one's sexual orientation, is a key aspect of the adolescent years. Regardless of sexual orientation or gender identity, McCallie commits to the following practices:

- a. Each member of the McCallie faculty and staff will treat each boy with dignity, respect, and equality.

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- b. We will not tolerate any behavior or expression that harasses, bullies, demeans, or mistreats anyone because of his identity, including as it relates to gender or sexual orientation.
- c. We will provide opportunities where boys can safely, supportively, and appropriately express themselves and discuss their identity and orientation among encouraging and loving adult mentors - both privately and in public. These adult mentors should fully support this policy, McCallie's mission, and the school's enduring foundational commitments. Further, we will encourage boys to engage with other trusted adults, especially their parents and, where applicable, their faith leaders as desired.
- d. Regardless of a boy's current or developing sexual orientation, we will continue to expect all McCallie students to abstain from public displays of affection and from sexual intercourse or activity.
- e. Finally, McCallie supports and adheres to all applicable laws applicable relating to non-discrimination and harassment.

