

New Hanover County Schools

Title IX Committee
10/19/2020 03:30 PM**Meeting Minutes****Printed : 10/20/2020 10:59 AM EST**

Board of Education Center

I. WELCOME

At approximately 3:35 p.m., Title IX Director Jarelle Lewis welcomes everyone and thanks them for attending.

Present in person: Jarelle Lewis, Dawn Brinson, and Kimberly Joye, the recorder.

Board Committee Members participating via zoom: Committee Chair Nelson Beaulieu and Lisa Estep.

Also participating via zoom: Attorney Deborah Stagner, Julie Varnam, Kristin Jackson, Dave Spencer, Patrick McCarty, Dr. Maggie Rollinson, Amy Oots, Tanya Jordan, Katrina Creech, Leslie Cohen, Jenna Young, Amy Feath, Janie Dowda, Stephanie Kraybill, Dr. Jackie White and Lt. Chris Smith.

II. APPROVAL OF THE MINUTES

At approximately 3:38 p.m., Mr. Lewis asks everyone to take a minute to review the proposed Minutes from the 9/15/20 Title IX Committee Meeting for accuracy and/or revisions. As there was no suggested edits, the minutes were approved.

III. TITLE IX UPDATES

Mr. Lewis shares several documents with the Committee: Title IX Support Resources, Gender Support Plan, and NHCS FAQ on Transgender and Non-Binary Student Support (NC Law). Copies of said documents are attached hereto for reference. These documents are also available on the Title IX page of the NHCS website.

Mr. Lewis also shares that the position of an additional Title IX investigator has been advertised on the NHCS job board and hopes that position is filled in the very near future, with that investigator being promptly trained by an outside third-party experienced in Title IX matters.

IV. TITLE IX LOOK BACK

At approximately 4:07 p.m., Mr. Beaulieu shares a Look Back and a Look Ahead powerpoint presentation of the NHCS Title IX Committee beginning with its first steps in December 2018, deciding who should be involved with the Committee, with a Title IX Investigator being hired, and what steps need to be done in the future.

Mr. Beaulieu states that NHCS is steps ahead of other school districts across the State of NC, and that we should be proud of what the Committee has accomplished here.

V. TITLE IX CURRICULUM UPDATES

Mr. Lewis briefly mentions that the NHCS Family Life Department has updated its website to comply with the 60-day notice requirement for sex education courses.

VI. NEXT MEETING

Mr. Lewis led a discussion involving scheduling conflicts regarding the date/time of the monthly Title IX Committee meetings (currently held third Monday of each month beginning at 3:30). Looking at other days of the week, Principals shared that Wednesdays are not a good day for them to have a meeting. It was also suggested to keep the current schedule but move the meeting up to begin at 3:00 pm, rather than 3:30 pm.

Mr. Lewis will send out a poll to the Committee to see which dates/times work best for everyone.

At approximately 4:33 p.m., the meeting ended.

Chairperson-Stefanie Adams

Secretary-Dr. Charles Foust

New Hanover County Schools Title IX Support Resources

New Hanover County Schools (NHCS)	
School Administrator	Any School Administrator
School Resource Officer	Any School Resource Officer
School Counselor/Social Worker	Any School Counselor/Social Worker
NHCS Title IX Coordinator	6410 Carolina Beach Rd, Wilmington, NC 910-254-4200 titleix@nhcs.net NHCS Title IX Website
Students may also report Title IX sexual harassment to any NHCS employee	
Local Resources	
Wilmington Police Department (WPD)	911 (Emergency) 910-343-3600 (Non-Emergency) WPD Website
New Hanover County Sheriff's Office (NHCSO)	910-798-4200 (Non-Emergency) NHCSO Website
Wilmington Health Access for Teens (WHAT)	910-790-9949 WHAT Website
Rape Victim Assistance Program	800-826-6200 Website
Domestic Violence Shelter & Services	910-343-0703 Website
New Hanover Regional Medical Center (NHRMC)	910-667-7000 Website
Coastal Horizons Rape Crisis Center	910-392-7460 Website
National Resources	
U.S. Department of Education, Office for Civil Rights (OCR)	800-421-3481 OCR Website
Rape, Abuse & Incest National Network (RAINN) & National Sexual Assault Hotline	800-656-4673 RAINN Website
National Domestic Violence Hotline	800-799-7233 Website
National Sexual Violence Resource Center (NSVRC)	877-739-3895 NSVRC Website
Stalking Resource Center	202-467-8700 Website
Gay & Lesbian Alliance Against Defamation (GLAAD) – Transgender Resources	212-629-3322 GLAAD Transgender Resources Website
The National Suicide Prevention Lifeline	800-273-8255 (Available 24 hours) Website

CONFIDENTIAL

New Hanover County Schools Title IX

GENDER SUPPORT PLAN: The purpose of this document is to create shared understandings about the ways in which the student's authentic gender will be accounted for and supported at school. Please complete the sections to the best of your ability.

Date

School

Name Student Uses

Name on Student's Birth Certificate

Student's Gender Identity

Student's Assigned Sex at Birth

Student's Date of Birth

Student's Grade Level

Parent(s), Guardian(s) and/or Caregiver(s) Information

Name(s)

Relation to Student

Parent/Guardian Involvement

Are the parent(s)/guardian(s) aware of the student's gender status?

Yes

No

On a scale of 1-10, where 1 is "not at all supportive" and 10 is "highly supportive," rank the parent(s)/guardian(s) support level:

If support level is low, what consideration must be accounted for in implementing this plan?

CONFIDENTIAL

Privacy and Confidentiality

How public or private will information about the student's gender be? (mark all that apply):

Site level leadership will know (principal, assistant principal, counselor, etc)

Yes

No

If yes, specify the site leadership that will know

Teachers and/or other school staff will know

Yes

No

If yes, specify the staff that will know

Student is open with others (adults and peers) about their gender status.

Yes

No

Other (describe specific privacy/disclosure situations and needs)

CONFIDENTIAL

Privacy and Confidentiality

If the student has asserted a degree of privacy, what steps will be taken if that privacy is compromised or believed to be compromised?

How will a teacher/staff member respond to questions about the student's gender...

...from students?

...from staff members?

...from caregiver(s)/community members?

Student is open with others (adults and peers) about their gender status.

Yes

No

Other (describe specific privacy/disclosure situations and needs)

CONFIDENTIAL

Student Safety

Who will be the student's "go to" adult(s) at school?

If these people aren't unavailable, what should the student do?

What, if any, will be the process for periodically checking in with the student and/or family?

What are the expectations in the event the student is feeling unsafe and how should they signal their need for help...

...in class?

...on the playground, hallways, other areas?

Other safety considerations:

CONFIDENTIAL

Privacy: Names, Pronouns, and Student Records

Preferred name?

Preferred Pronouns?

Student's name in PowerSchool?

Student's gender in PowerSchool?

Is student seeking to amend their educational records to match gender identity?

Yes

No

If yes, what changes are being made?

CONFIDENTIAL

Other considerations & Comments

Signatures

Student _____ **Date** _____

Caregiver(s) _____ **Date** _____

School Admin _____ **Date** _____

Central Office Admin _____ **Date** _____

NHCS FAQ on Transgender and Non-Binary Student Support (NC Law)

What does it mean to be transgender or non-binary?

- According to transequality.org, “Transgender people are people whose gender identity is different from the gender they were thought to be at birth ‘Trans’ is often used as shorthand for transgender. A transgender woman lives as a woman today, but was thought to be male when she was born. A transgender man lives as a man today, but was thought to be female when he was born. Some transgender people identify as neither male nor female, or as a combination of male and female. There are a variety of terms that people who aren't entirely male or entirely female use to describe their gender identity, like non-binary.”

Why does transgender student support matter?

- According to the US Transgender Survey (2015), transgender students face many challenges in the school setting. 77% of students known or perceived as transgender that participated in the US Transgender Survey reported harassment by students, teachers, or staff, which negatively impacts academic performance. Transgender students that are supported and able to affirm their gender are in better positions to thrive personally and academically.

What does North Carolina law say?

- Under North Carolina law (N.C. Gen. Stat. § 115C-407.15 (2009)), students are protected from bullying and harassment by NHCS students or NHCS employees based on actual or perceived sexual orientation, gender, gender identity, and physical appearance. Also, the United States Court of Appeals (4th Circuit) stated in Gavin Grimm vs. Gloucester County School Board (2020) that it is illegal for schools to prevent student access to restrooms and locker rooms matching a student’s gender identity. NHCS may offer transgender and non-binary students an alternate single occupancy restroom but cannot not require its use. Gavin Grimm vs. Gloucester County School Board (2020) also makes clear that students can request to update their education records (such as transcripts and new documents after providing appropriate documentation) to reflect a student’s gender identity.

How can a transgender or non-binary student request support?

- NHCS encourages transgender and non-binary students to seek support when needed to ensure that they feel comfortable in their educational environment. Students may make support requests by speaking with a teacher, school administrator, school counselor, or NHCS’ Title IX coordinator. Depending on the type of support needed, a support meeting involving school administration, teachers, student, caregivers may be necessary to ensure implementation of the needed support. For example, a student requesting to be referred to by a name (or pronouns) matching their gender identity in class may do so by making the request to their teacher without needing a support meeting. On the other hand, a student requesting a legal name change on educational records or documents will most likely need a support meeting to implement the request.

Where can I find support resources for transgender and non-binary students?

- Support resources can be located [here](#) for transgender students, non-binary students, and sexual harassment reporters.

Will my child be required to use the restroom or locker room with a transgender student?

NHCS FAQ on Transgender and Non-Binary Student Support (NC Law)

- NHCS strives to foster a school environment where all students feel welcome and safe. NHCS will continue to respond on a case by case basis to privacy and safety concerns while following applicable NHCS conduct policies. There is no evidence that suggests inherent threats to the privacy or safety of others due to the presence of transgender or non-binary students in restrooms or locker rooms. NHCS will respond to restroom and locker room privacy and safety concerns without considering a person's gender identity in order to protect all students.

What if a transgender student seeks privacy and requests that their caregiver not be involved in the support process?

- NHCS understands that sometimes school is the only place where transgender or non-binary students feel safe enough to be themselves. NHCS strives to protect the privacy of all of its students based on federal and state law. NHCS will respond on a case by case basis and will work with the student to develop a process to respond when caregivers are not ready to affirm their child's gender identity. NHCS will consider relevant factors such as age, safety, type of support needed, etc. to determine appropriate steps.

What if a caregiver does not agree with their child's transgender status or support measures?

- NHCS will respond to these matters on a case by case basis while balancing student privacy, student safety, and caregiver rights. NHCS will make a good faith effort to find common ground between student and caregiver wishes. Age and maturity of the student requesting the support would be considered in determining appropriate supportive measures in addition to other relevant factors.