

Board Policy G-24: Gender Inclusion



REFERENCES

[Administrative Procedures for Board Policy G-24](#)
[20 U.S.C. §1681, et seq., Title IX of the Educational Amendments](#)
[20 U.S.C. §1701, et seq., Equal Educational Opportunities](#)
[Utah Code Ann. §26-2-11, Utah Vital Statistics Act, Name or sex change](#)
[Utah Code Ann. §34A-5-102\(1\)\(k\), Utah Antidiscrimination Act, Definitions](#)
[Utah Code Ann. §42-1-1, Change of Name, By petition to district court](#)
[UHSAA Handbook, Bylaws, Interps & Guidelines 1.1.4: Transgender Participation](#)
[Board Policy G-19, Discrimination, Harassment, Sexual Harassment, and Retaliation Prohibited](#)
[Board Policy G-20, Bullying, Cyber-bullying, Hazing, and Harassment Prohibited](#)

THE POLICY

The Salt Lake City School District Board of Education strives to ensure that all individuals are safe, included, and respected in their working and learning environments, regardless of their gender identity or expression, including intersex, transgender, and gender nonconforming students and employees. In upholding the principles of equity and inclusion, the board supports the full integration and healthy development of those who are transgender or gender non-conforming, and prohibits the stigmatization of any such individual. The board is committed to fostering a climate where difference is valued for the positive contribution that it makes to creating a more vibrant and diverse community.

The purpose of this policy is to have the district address, through its administrative procedures, issues some students and employees, including intersex, transgender, and gender nonconforming individuals, may confront as they navigate a system designed using a traditional gender binary format.

This policy should be interpreted consistent with the goals of maximizing the integration of intersex, transgender, and gender nonconforming students and employees; maintaining the privacy of all individuals; ensuring all students equal access to educational programming, activities, and facilities; ensuring all employees equal access to employment opportunities; and providing professional development for school or departmental staff on topics related to gender inclusion.

The district has set forth its specific processes for implementing this board policy through the accompanying [administrative procedures](#).

No district employee or student shall be subjected to discrimination in employment or any district program or activity on the basis of age, color, disability, gender, gender identity, genetic information, national origin, pregnancy, race, religion, sex, sexual orientation, or veteran status. The district is committed to providing equal access and equal opportunity in its programs, services and employment including its policies, complaint processes, program accessibility, district facility use, accommodations and other Equal Employment Opportunity matters. The district also provides equal access to district facilities for all youth groups listed in Title 36 of the United State Codes, including scouting groups. The following person has been designated to handle inquiries and complaints regarding unlawful discrimination, harassment, and retaliation: Tina Hatch, Compliance and Investigations/Title IX Coordinator, 440 East 100 South, Salt Lake City, Utah 84111, (801) 578-8388. You may also contact the Office for Civil Rights, Denver, CO, (303) 844-5695.