

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 sex discrimination in its educational programs and activities including sex discrimination based upon a student's 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 need not be 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.

A transgender or a gender non-conforming student who believes that he/she/they have been subject to sex discrimination including sex-based harassment due to their status as a transgender or gender non-conforming student, should contact the district's Title IX Coordinator. Reports and complaints shall be made 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). Complaint forms for this purpose are available from the Title IX Coordinator and on the district's website.

Further, retaliation is prohibited against any individual who makes a good faith report of a suspected sex discrimination or sex-based harassment based upon gender identity or expression and anyone who participates in a related grievance process including as a party, witness and in another role. Complaints of retaliation will be treated the same as complaints of sex-discrimination and will be addressed under the above-mentioned policy, regulation and grievance procedures governing sex discrimination.

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.

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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.