Board Policy G-24:
Gender Inclusion

REFERENCES
G-24: Administrative Procedures, Gender Inclusion
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 Abusive Conduct Prohibited

THE POLICY

The Salt Lake City School District Board of Education strives to ensure that all individuals feel 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 individual differences are valued for the positive contribution that they make in creating a more vibrant and diverse community.

The purpose of this policy is to facilitate the resolution of various issues some students, employees, and families may confront as they navigate a system designed using a traditional gender binary format.

This policy should be interpreted consistent with the goals of creating inclusive environments for all students and employees; maintaining the privacy of all individuals; ensuring all students and employees equal access to activities, facilities, educational programming, and employment opportunities and benefits, as applicable; and providing approved 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.