

<i>Policy</i>	Title GENDER IDENTITY SUPPORT	Code JBD
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HOLLISTON

The Holliston Public Schools (HPS) strives to provide a safe, respectful and supporting learning and work environment for all students and staff. Students who identify as gender nonconforming, non-binary and/or transgender, are entitled to have access to restrooms, locker rooms and changing facilities that are sanitary, safe and adequate, so they can comfortably and fully engage in their school program and activities. Transgender/gender nonconforming, non-binary students/staff who are uncomfortable using a gender-segregated restroom will be provided with a safe and adequate alternative.

A component of the student’s support plan may include name changes and gender identity markers used in communication with and about the student and in written communication with the parent/guardian(s). HPS will not require legal documentation to change the student’s name or gender.

HPS will work in collaboration with the student and/or parent/guardian(s) to discuss the plan for disclosure regarding changes in name and/or gender identity marker. Gender segregated activities should be avoided. Where there are gender-segregated classes, extracurricular opportunities, or athletic activities, including intramural and interscholastic, all students must be allowed to participate in a manner consistent with their gender identity.

To further a safe and supportive school environment for all students and staff, HPS incorporates and encourages staff to participate in education, training, and professional development about transgender, non-binary, and gender nonconforming students. HPS supports the integration of best practices around transgender, non-binary, and gender nonconforming students into curriculum, school culture, and all school activities where appropriate.

First Reading:	June 18, 2020
Second Reading:	July 20, 2020
Third Reading:	Waived
Policy Adopted:	July 20, 2020
Policy Amended:	October 13, 2022; February 6, 2023
Policy Reviewed:	
Legal References:	An Act Relative to Gender Identity (Chapter 199 of the Acts of 2011) MGL c.4, §5, MGL c. 76 §5; 603 CMR § 26.00; 603 CMR § 1.00; 603 CMR § 23.00; 603 CMR § 23.04; 603 CMR §§ 23.01 and 23.07 Federal Family Educational Rights and Privacy Act. 20 USC 1232g; Guidance for MA Public Schools Creating a Safe and Supportive School Environment - Student and Family Support ; Massachusetts Interscholastic Athletic Association
Policy Cross Reference:	Policy IGD
Procedure Reference:	