

## Gender-Inclusive Schools

The board recognizes that the district has a responsibility to operate the district in a manner that allows all students to attend school that is safe and free of discrimination for all students, regardless of sex, sexual orientation, gender identity or gender expression. Furthermore, one student, or group of students, should not be allowed to create an environment where another student, or group of students, cannot freely attend school. To that end, the board recognizes the importance of an inclusive approach toward transgender students with regard to official records, confidential health and education information, communication, restroom and locker room accessibility, sports and physical education, dress codes and other school activities, in order to provide these students with an equal opportunity for learning and achievement.

This policy is a component of the district's responsibility to create and maintain a safe, civil, respectful and inclusive learning community and will be implemented in conjunction with comprehensive training of staff and volunteers. Specific training requirements are included in the accompanying procedure. The superintendent will appoint a primary contact to receive copies of all formal and informal complaints and ensure policy implementation. The name and contact information for the compliance officer will be communicated throughout the district. The district compliance officer will participate in at least one mandatory training opportunity offered by OSPI

This policy and its procedure will support that effort by facilitating district compliance with local, state and federal laws concerning harassment, intimidation, bullying and discrimination.

Cross References:       2145 – Suicide Prevention  
                                   3207 - Prohibition of Harassment, Intimidation and Bullying  
                                   3210 - Nondiscrimination  
                                   3231 - Student Records

Legal References:       RCW 28A.642 Discrimination Prohibition  
                                   20 U.S.C. 1232g, 34 C.F.R., Part 99 - Family Education Rights and Privacy Act

Management Resources:       2013 - December Issue  
                                   Prohibiting Discrimination in Washington Public Schools - OSPI Guidelines for school districts to implement Chapters 28A.640 and 28A.642 RCW and Chapter 392-190 WAC (February 2012)