

GENDER-INCLUSIVE SCHOOLS: 3211

The District believes in fostering an educational environment that is safe and free of discrimination for all students, regardless of sex, sexual orientation, gender identity or gender expression. To that end, the District recognizes the importance of an inclusive approach toward transgender and gender-expansive students with regard to key terms, communication and the use of names and pronouns, student records, confidential health and education information, communication, restroom and locker room use and 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

Administrative Policy – 3207	Prohibition of Harassment, Intimidation and Bullying
Administrative Policy – 3210	Nondiscrimination
Administrative Policy – 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 (FERPA)

Management Resources

2014 – fwps.org website –	Resource Guide: Working with Transgender and Gender-Nonconforming Students and Staff
2014 – December Issue	
2013 – December Issue –	Prohibiting Discrimination in Washington Public Schools —OSPI Guidelines for school districts to implement RCW Chapters 28A.640 and 28A.642 and WAC Chapter 392-190 (February 2012)