

Hayward Unified School District



**Board of Education**

Resolution No. 0102-50

**PROVIDING SAFE ENVIRONMENT FOR LESBIAN, GAY, BISEXUAL, TRANSGENDER,  
AND QUESTIONING STUDENTS AND STAFF**

**WHEREAS:** In October 2001, the HUSD School Board heard testimony from the HUSD Gay and Lesbian Task Force that included information from the 2001 National School Climate Survey that: Lesbian, gay, bisexual, transgender and questioning (LGBT) youth often face severe isolation and fear regarding coming out; and nationally 83.2% of LGBTQ students reported being verbally harassed because of their sexual orientation; 21.1% of LGBTQ youth reported being physically assaulted because of their sexual orientation; and

**WHEREAS:** A crisis exists in Hayward and in every city where society continues to discriminate against lesbian, gay, bisexual and transgender people of all ages, and homophobia continues to affect any and every student regardless of their sexual orientation or gender identity/expression; and

**WHEREAS:** Both physical and verbal violence is a problem in schools and LGBTQ students continue to feel unsafe at school as do children of LGBT parents, and these students are often afraid to discuss their families in the classroom; and

**WHEREAS:** The student speakers report either their own or other attempted suicides by lesbian, gay, bisexual transgender or questioning youth and are victims of violent assault on Hayward streets and school campuses; and

**WHEREAS:** There remains inadequate enforcement of anti discrimination policies and there is a perceived general lack of sensitivity and knowledge on the part of administrators, faculty, staff and students regarding LGBTQ youth issues; and

**WHEREAS:** Many LGBT faculty/staff/administrators and allies are afraid to come out and be supportive of LGBTQ youth; and

**WHEREAS:** The HUSD wishes to comply with AB537: California Student Safety and Violence Prevention Act of 2000.

THEREFORE BE IT RESOLVED: That the Hayward Unified School District Board of Education shall adopt the following to ensure that our schools are a safe place for LGBTQ youth: Increase accountability of each school by developing specific procedures to be included in every *Safe School Plan* that insures that LGBTQ youth AND staff can come out without fear of reprisal or harassment and to provide a safe school environment and further that this plan and the procedures be reviewed annually in a staff meeting at the school site; and


FURTHER BE IT RESOLVED: That the Hayward Unified School District, continue to provide ongoing sensitivity training and support for all district staff and to *new* staff; and

BE IT FURTHER RESOLVED: That existing age appropriate district curriculum and materials be provided to each school site to address the experience of LGBTQ youth and families and that existing curriculum be reviewed, expanded and improved to ensure teachers can provide positive images of GLBT people in the classroom and discuss alternative family configurations; infuse GLBT relevant curriculum across disciplines, distribute and post educational, anti-homophobic posters and information for students and families in a safe way regarding access to the designated GLBT sensitive teachers so that students can receive information without fear of harassment; and

FURTHER BE IT RESOLVED: That the Hayward Unified School District establish a standing committee to support safe schools for LGBTQ students, families, and staff and implementation of district policies and procedures.

ADOPTED by the following called vote this 24<sup>th</sup> day of April, 2002:

AYE:	Booth, DeForest, Frumkin, Garcia, Truehill
NO:	None
ABSTAIN:	None
ABSENT:	None

  
Clerk of the Board of Education  
of Hayward Unified School District  
Alameda County, State of California