



LGBT STUDENTS AND COUNSELORS

AT FOOTHILL HORIZONS OUTDOOR SCHOOL

Foothill Horizons works in conjunction with each school and district to ensure the fair and equitable treatment of all students, including Lesbian, Gay, Bisexual and Transgender (LGBT) students. Below explains how we approach LGBT students, and details what our program can and cannot accommodate safely.

- We accept a child's gender as they and the school define it.
- We do not allow children to use language such as "gay" "girl" as insults.
- We do not conduct lessons on non-discrimination, sexual orientation or identity; however, we will not tolerate discrimination on the part of staff, teachers, counselors or students.
- A student cannot change their dorm designation once at Foothill Horizons.
- We will inform staff of a person's LGBT status on a need to know basis and only to ensure the fair and equitable treatment for all.

LGBT students have access to

- A private bathroom in the Dining Hall, Ivie building, Oak Classroom, Business Office
- A private showering area in the Ivie building or Health Office.
- A private place to change clothes either in the dorm bathroom or above mentioned locations.
- Alternate showering times with a valid excuse to miss student showers.
- Alternate sleeping area, Nest, with a Parent Shadow of their choice. This room only has two beds, thus we cannot accommodate two children unsupervised in the Nest.

Any accommodations must be approved by the student's family, school and/or district

In addition, LGBT counselors will:

- Have a co-counselor as staffing allows.
- Supervise and sleep in a dorm room that matches their gender. A counselor's role is to care for students in the dorms.
- Be instructed not to discuss their LBGT status as this falls under the category of personal information that professional do not share with students.

Foothill Horizons will not tolerate the following actions:

- "Outing" a counselor/student LGBT to families, students, teachers.
- Stop the counselor/student from stating the gender they identify as
 - We train counselors that they may not discuss sex, gender identity/orientation, drugs, religion with students.
- Force the counselor/students to sleep, change, or shower in a separate location.
- We will not move a child because other children feel uncomfortable. We will offer to move the child who feels uncomfortable.

THE LAW

Schools cannot legally deny access to or discriminate against any student based upon sexual orientation or identity.

Federal protection Title IX

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

California State Protection

The California Student Civil Rights Act (SB 777)

The State of California must afford all persons in public schools equal rights and opportunities regardless of their sex, gender identity or orientation. Cal. Ed. Code Section 200

School Success and Opportunity Act (AB 1266)

Requires that a pupil be permitted to participate in sex-segregated school programs and activities, including athletic teams and competitions, and use facilities consistent with his or her gender identity, irrespective of the gender listed on the pupil's records.

- a. **LGBT Counselors:** Counselors are students participating in a school sponsored event at a school site. Foothill Horizons must accommodate and protect transgender counselors.

FOOTHILL HORIZONS FACILITIES & PROGRAM

Foothill Horizons Outdoor School is a part of an Legal Education Agency and must follow all laws as any other public school. Foothill Horizons is a residential program. Children sleep, shower, toilet, eat and learn together for 3-5 days. Foothill Horizons serves children from many counties, districts, and schools each with their own unique district, school, class and family culture.

Students and counselors stay in a large building called the Dorms. Half of the building is designated for boys, the other half for girls. Each side has 6 dorms that circle a large bathroom and shower area that serves all the students on each side of the dorms, approx. 100 on each side of the dorms. Bathrooms and showers all have locking stall doors.

Students will be encouraged to change in the dorm rooms in small curtained changing areas or under their blankets. Counselors are present the dormitories to ensure that student's privacy is respected. Students can change in the shower area or toilet stalls.

Foothill Horizons Outdoor School has alternate places to shower and change besides the dorms. Counselors will shower at separate times than students.

All staff and participants follow the rule of 3: 3 people travel together from place to place so that a staff member, teacher or counselor and a student are never alone together.