Code: **JBC**
Adopted: 5.3.22
Revised: 5.3.22

Gender Identity and Gender Non-Conformity- Students

1. Gender-Based Discrimination/Harassment/Bullying of Students Prohibited

It is the policy of the Board of Trustees of the Mineral County School District to recognize student physical privacy rights and the need to ensure student safety and maintain school discipline, and to maintain a safe and respectful learning and educational environment that is free from gender-based discrimination, harassment, intimidation, and bullying.

The Board of Trustees of the Mineral County School District hereby prohibits all staff and all students from all gender-based discrimination, harassment and/or bullying of all students. In particular, gender non-conforming students must be protected from discrimination, harassment and bullying in the school system. Site administration and staff must:

A. Take responsible measures to maintain the confidentiality of a gender non-conforming student's gender assigned at birth as well as the fact that the student is a gender non-conforming student; and
B. Respond appropriately to create an environment free from any gender-based discrimination, harassment and/or bullying.

2. Definitions

A. "Gender" means a student's biological sex assigned at birth.
B. "Gender non-conforming" students are students whose gender identity and/or gender expression does not conform to the social expectations or norms for a person of that gender.
C. "Gender identity" is a student's inner sense of being male or female, regardless of the student's gender assigned at birth.
D. "Gender Expression"

The following are examples of ways in which transgender and gender nonconforming youth describe their lives and gendered experiences: trans, transsexual, transgender, male-to-female (MTF), female-to-male (FTM), bi-gender, trans man, and trans woman.

Faculty and staff may inquire which terms students may prefer and avoid terms that make these students uncomfortable; a good general guideline is to employ those terms which the students use to describe themselves.

3. Student Privacy

The status of gender non-conforming students must be kept private except to the extent necessary to disclose such status to school officials or otherwise. In all circumstances, the guiding principle is the well-being of the student.

4. Names/Pronouns

Gender non-conforming students shall have the right to be addressed by a requested name and pronoun corresponding to their gender identity or expression. Students are not required to obtain a court ordered name and/or gender change or to change their official records as a prerequisite to being addressed by the name and pronoun that corresponds to their gender identity. This directive does not prohibit inadvertent slips or honest mistakes, but it does apply to an intentional and persistent refusal to respect a student's gender identity. The requested name shall be included in the system student

records in addition to the student's legal name, in order to inform teachers of the name preference to use when addressing the student.

5. Official Records

The District is required to maintain a mandatory permanent student record which includes the legal name of the student, as well as the student's gender assigned at birth. The District shall change a student's official records to reflect a change in legal name or gender upon receipt of documentation that such legal name and/or gender have been changed pursuant to Nevada legal requirements.

6. Sports and Gym Class

Gender non-conforming students shall not be denied the opportunity to participate in physical education, nor shall they be forced to have physical education outside of the assigned class time. Generally, students should be permitted to participate in gender-segregated recreational gym class activities and sports in accordance with the student's gender identity. Participation in competitive athletic activities and contact sports will be resolved on a case-by-case basis, and for high school students, in accordance with NIAA guidance.

7. Dress Codes

Gender non-conforming students may dress in accordance with their gender identity or expression, within the constraints of the dress codes adopted at their school.

END OF POLICY