TRANSGENDER AND GENDER NONCONFORMING STUDENTS

Definitions

For the purposes of this policy:

- *Gender expression* is how a person expresses their gender, often through behavior, emotional expression, mannerisms, dress, grooming, interests, and activities.
- *Gender identity* refers to one's deeply felt internal sense of being female, or male, or both, or neither, regardless of their gender assigned at birth.
- *Gender nonconforming* describes a person whose gender expression differs from stereotypical expectations about how they should look or act based on the gender they were assigned at birth. This includes people who identify outside traditional gender categories or identify as both genders, or as gender neutral.
- *Sexual orientation* is a person's romantic and/or physical attraction to people of the same and/or another gender, such as being straight, gay, bisexual, or asexual. Transgender and gender nonconforming people may have any sexual orientation.
- *Transgender* refers to a person whose gender identity or expression is different from that traditionally associated with the person's sex assigned at birth.

The Manvel School District is committed to fostering an educational environment that is safe, welcoming, and free from stigma and discrimination for all students, regardless of sex, sexual orientation, gender identity or gender expression. The Board supports these efforts by facilitating district compliance with local, state, and federal laws concerning discrimination, harassment, bullying, and privacy.

The Superintendent shall develop appropriate regulations and guidelines to:

1. Create a safe and inclusive environment for every student;
2. Promote physical and psychological safety of students who exhibit transgender or gender nonconforming behavior; and
3. Affirm the right of every student to equal educational opportunity and respectful treatment in their gender identification and expression. Failure of any school student or school employee to abide by this policy may subject such individual to disciplinary action.

Discrimination and Harassment Complaints

Discrimination and harassment on the basis of sex, sexual orientation, or gender identity or gender expression are prohibited within the District. It is the responsibility of the District, each school, and all staff to ensure that all students, including transgender and gender nonconforming students, have a safe school environment. The scope of this responsibility includes ensuring that any incident of discrimination or harassment is given immediate attention and/or reported to the district's Nondiscrimination Coordinator.

Complaints alleging discrimination or harassment based on a person's actual or perceived gender identity or gender expression are to be taken seriously and handled in the same manner as other discrimination and/or harassment complaints. This includes investigating the incident and taking age and developmentally-appropriate corrective action. Anyone may file a complaint alleging a violation of this policy using the complaint process outlined in the district's Discrimination and Harassment Grievance Procedure (AAC-BR).

Training and Professional Development

The District may conduct staff training and ongoing professional development, in an effort to build the skills of all staff members to prevent, identify, and respond to harassment and discrimination. The content of such professional development may include, but not be limited to:

1. Terms and concepts related to gender identity, gender expression, and gender diversity in children and adolescents;
2. Appropriate strategies for communicating with students and parents about issues related to gender identity and gender expression, while protecting student privacy;
3. Strategies for preventing and intervening in incidents of harassment and discrimination, including cyber-bullying; or
4. District and staff responsibilities under applicable laws and district policies regarding harassment, discrimination, and gender identity and expression issues.

Complementing NDSBA Templates (may contain items not adopted by the Board)

- AAC, Nondiscrimination and Anti-Harassment Policy
- AAC-BR, Discrimination and Harassment Grievance Procedure
- ACEA, Bullying
- FCAE, Suicide Prevention
- FGA, Student Education Records
- FDI-AR, Transgender and Gender Nonconforming Students Procedure

End of [Name of District] Policy FDI ..... Adopted: 08/12/19