

IV. GUIDELINES FOR SPA IN SUPPORT OF GENDER DIVERSITY (K-12 Policy)

Gender Diversity Statement

In creating a safe educational environment where all students, faculty, and staff can be their authentic selves, St. Paul Academy and Summit School (SPA) embraces practices and policies that support the affirmed gender identity and gender expression of all community members. SPA recognizes that gender identity and expression are not binary classifications. In addition to working to create a school free from discrimination for our gender diverse community, we also provide the education and support necessary to foster an educational environment of inclusion, fairness, and equitable treatment for all.

Harassment and Discrimination

Consistent with our Harassment Policies (see page 35), harassment and discrimination on the basis of actual or perceived gender identity and/or gender expression are strictly prohibited. This policy applies to students, faculty, staff, administration, trustees, families, vendors, and guests whenever and wherever a school-related activity takes place. It is the school's policy to take any necessary action to promote and uphold this policy and to comply with local, state, and federal laws. Anyone found to have acted in violation of this policy will be subject to appropriate disciplinary action. For students, this may include separation from the school.

Privacy/Confidentiality

A student's gender diverse status, legal name, or birth gender will be treated as confidential medical information and protected personally identifiable information; SPA complies with all medical confidentiality requirements in accordance with applicable local, state, and federal privacy laws. Information shared with school staff will not be shared without the written consent of the student and/or parent(s)/guardian(s). Regardless of how private a student or family asks the school to keep this information, that decision does not prevent the student from discussing their gender identity openly (whether inside or outside of school) and deciding when, with whom, and how much to share.

Names and Pronouns

A student may request teachers and other school personnel use their chosen first name and pronouns during school hours and within their internal school records. Students need not provide the school with legal documents to change their first name or gender identity within their internal student records. Neither a student's gender nor pronouns are considered public or directory information.

If a student requests a name or pronouns not already documented in the student information system, a school administrator or designee should meet with the student and/or parent(s)/guardian(s) to discuss how the student's name and gender will be communicated to peers and the school community. Teachers should not conceal a student's requested pronouns and/or name being used at school from a student's parent(s) and/or guardian(s).

If a teacher is uncertain about how to address a student, a private conversation with the student about their wishes in these regards is encouraged; teachers should encourage the student to discuss their preferences with the school Principal, Counselor, or Dean of Students.

Official Records

SPA will maintain a permanent student record as required by law that may include a student's legal name and gender. However, SPA will maintain records that consistently reflect a student's name and gender as lived every

day. This includes in the classroom or on rosters and attendance lists, yearbook, student ID, report card, etc. Families will be prompted at the start of each school year to update each student's chosen first name and pronouns for these purposes. Beyond the start of the school year, students wishing to change their preferences should discuss this request with a member of the administrative team (e.g., Principal, counselor, etc.). Students who want their legal name and/or gender to be changed in their permanent school record must present the school with legal documentation (in the form of a court order and state or federally-issued identification) indicating this change has been made.

Bathrooms and Locker Rooms

Students may use the bathrooms and locker rooms that best meet their gender identity. In an effort to ensure the privacy of all students, the school offers single-person bathrooms, showers and dressing areas and will continue to upgrade locker room facilities with privacy in mind. The school will also strive to design multi-use restrooms with individual privacy in mind. Any student seeking more privacy may use the single-person bathrooms, showers and dressing areas.

Activities and Interscholastic Athletics

The Minnesota State High School League (MSHSL) allows participation for all students consistent with their gender identity in an environment free from discrimination with an equal opportunity for participation in athletics and fine arts. SPA students may participate in a sport according to their gender identity, and SPA will support the student accordingly. No person shall, on the basis of gender identity, be excluded from participation in, be denied the benefits of, be treated differently from another person or otherwise be discriminated against in any interscholastic, club, or intramural athletics offered at SPA.

Students may not change their participation on an athletic team with regard to gender designation once the season has started (i.e., move from a male-identified team to a female-identified team after the season has commenced and rosters are established).

SPA will treat all students equitably on the basis of gender identity in any school activities or the application of any school rule. In the case of gender-segregated programs, students may participate in the programming consistent with their gender identity.

During overnight trips, students shall be allowed use of an overnight facility that corresponds with their gender identity, unless gender-neutral facilities are provided. Transgender and gender diverse students will be consulted in the planning process to address and accommodate any potential concerns and needs for privacy. A student's parent/guardian may also be consulted. When communal sleeping areas are used, there will always be an option for more privacy; the school will work with hosting facilities to determine options.

SPA will work to accommodate any student seeking more privacy. Any claimed privacy concern of another student is not a reason to limit use by a transgender or a gender diverse student. Similarly, confidentiality laws and requirements continue to apply to students in the context of overnight trips. A trip is not a basis to disclose or require disclosure of a student's transgender or gender diverse identity.