



Central Islip Union Free School District

Board of Education & School District Policy Book

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Section	Section Title	Type
5000	Student Policies	Local
Policy	Policy Title	
5231	Student Gender Identity	

All students are entitled to a safe and supportive educational environment in order to progress academically and developmentally. The District is committed to fostering a safe and respectful learning environment for all students, free from discrimination and harassment on the basis of sex, gender, gender identity, gender nonconformity and gender expression. In accordance with applicable law, regulations and guidelines, the District will ensure that students possess equal access to all school programs, facilities and activities. The District will assess and address the specific needs of each student on a case-by-case basis as required and reserves the authority to confirm the students averted gender identity with documentation it considers appropriate from a parent/guardian, counselor, doctor, psychologist, psychiatrist, or other medical professional.

Key Terms

Generally, District personnel should adopt the nomenclature that individual students use to describe their own gender identity, appearance and/or behavior. The most commonly used terms are:

- Cisgender: a person whose gender identity corresponds to that assigned at birth.
- Gender: actual or perceived sex, typically with reference to social and identity distinctions rather than physiological ones.
- Gender expression: the manner in which a person conveys gender identity to others; such as through behavior, appearance, clothing, hairstyle, activities, voice and mannerisms.
- Gender identity: a person's visceral sense of psychological bearing of being male, female, neither or both.
- Gender nonconforming (GNC): describes someone whose gender identity or gender expression does not conform to social or stereotypical

expectations of a person with the gender assigned at birth. This is also referred to as gender variant or gender atypical.

- Transgender: someone whose gender identity is different than his/her gender assigned at birth.
- Transition: the process by which a person socially or physically aligns his/her gender expression more compatible to his/her gender identity than his/her assigned sex at birth.

Records

As required by law, the District will maintain the confidentiality of student information and records. If a transgender or GNC student has officially changed his or her name, as demonstrated by court order or birth certificate, the District will change its official and unofficial records, as pertinent, to reflect the change. The District will maintain records reflecting the student's assigned birth name in a separate, confidential file.

If a transgender or GNC student has not officially changed his or her name, but wishes to be referred to by a different name that corresponds to his/her gender identity, the District may create or change unofficial records to reflect the name and gender identity that the student uniformly asserts at school. On state standardized tests, certain reports to the New York State Education Department and when necessary to ensure appropriate and coordinated medical care, however, the District will utilize the student's legal name and gender. Student identification cards will be issued with the name reflecting the gender identity the student consistently asserts at school. The District will maintain records citing the student's assigned birth name and gender in a separate, confidential file.

Names and Pronouns

When apprised of a student's transgender or GNC status, the District will endeavor to engage the student and his or her parents or guardians, as appropriate, in an effort to agree upon a plan that will accommodate the student's individual needs at school. Transgender and GNC students have the right to discuss and convey their gender identity and expression openly and to decide when, with whom to share this confidential information. The plan may therefore include when and how to initiate the student's preferred name and associated pronoun use and if, when, and how this is to be communicated to others. District staff will utilize the name and pronoun that corresponds to the gender identity the student uniformly asserts at school.

Restrooms and Locker Rooms

The District will allow a transgender or GNC student to use the restroom and locker room corresponds to the student's uniformly expressed gender identity at school. Any student (either transgender or not) requesting increased privacy or other accommodations when utilizing bathrooms or locker rooms will be provided a safe and adequate alternative in keeping with their sensibilities.

Physical Education and Sports

Physical Education is a required component of the District's curriculum. Where these classes are sex-segregated, students will be allowed to participate in a manner consistent with their gender identity.

Upon written notification that a transgender or GNC student desires an opportunity to participate in the District's interscholastic athletics program consistent with his or her gender identity, the District will determine his or her eligibility in accordance with applicable law, regulations and guidelines promulgated by Section XI of the New York State Public High School Athletic Association. The student's gender identity should be the same as the identity adopted for school purposes.

The District's athletic director will notify opposing team athletic directors if a student requires any accommodations during competitions.

Other Activities

In other circumstances where students are sex-segregated, such as overnight field trips, students may be permitted to participate in accordance with the gender identity that the student uniformly adopts at school. Student privacy concerns will be addressed individually and on a case-by-case basis in accordance with District policy and applicable law, regulations and guidelines.

Dress Code and Team Uniforms

Transgender or GNC students may dress in accordance with their gender identity or expression within the parameters of the District's dress code. The District will not restrict students' clothing or appearance on the basis of gender.

The District's dress code is to apply while its athletes are traveling to and from athletic contests. Athletes will have access to uniforms that are appropriate for their sport.

1st Reading: November 9, 2015
2nd Reading: December 14, 2015
Adoption date: December 14, 2015

Cross Reference:

0100, Equal Opportunity and Nondiscrimination
0110, Sexual Harassment
0115, Student Harassment and Bullying Prevention and Intervention
5300, Code of Conduct

Reference:

Family Educational Rights and Privacy Act (FERPA), 20 USC § 1232g
34 CFR Part 99
Title IX of the Education Amendments of 1972
Education Law Article 2 and §§ 2-d, 11(7), 3201-a
8 NYCRR § 100.2